## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |                     |  |
|----------------------------|---------------------|--|
| Case 19-CA-311493          | Date Filed 2/3/2023 |  |

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| File an original with NLRB Regional Director for the region in                        | which the alleged unfair labor practice occurred or is occu-      | rring.   |
|---|---|--|
| 1. EMPL   | OYER AGAINST WHOM CHARGE IS BROUGHT                               |  |
| a. Name of Employer   |   | b. Tel. No.                                    |
| United States Postal Service  |   | (b) (6), (b) (7)(C)                            |
|   |   | c. Cell No.                                    |
|   |   |  |
|   |   | f. Fax. No.                                    |
| d. Address (Street, city, state, and ZIP code)  | e. Employer Representative  | $\dashv$                                       |
| 128 N 2nd   |   | g. e-mail                                      |
|   |   |  |
| WA Walla Walla 99362  |   |  |
| VVV VValid VValid 55552   |   | h. Number of workers employed                  |
|   | i Idontifiancia al product or consisc                             | 70   |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Business Services          |   |  |
|   | Delivery  | 2()   ( (1)                                    |
| The above-named employer has engaged in and is engaged                                |   |  |
| (list subsections) 5  |   | r Relations Act, and these unfair labor        |
| practices are practices affecting commerce within the me                              | aning of the Act, of these unfair labor practices are prac        | ctices affecting commerce within the           |
| meaning of the Act and the Postal Reorganization Act.                                 |   |  |
| 2. Basis of the Charge (set forth a clear and concise state                           | ement of the facts constituting the alleged unfair labor p        | ractices)                                      |
|   |   |  |
| See additional page   |   |  |
|   |   |  |
|   |   |  |
|   |   |  |
|   |   |  |
| f party filing charge /if labor organization of                                       | nive full name, including local name and number)                  |  |
| (b) (6). (b) (7)(C) f party filing charge (if labor organization, g                   | President/Shop Steward  |  |
| Branch 736 Walla Walla, WA  4a. Address (Street and number, city, state, and ZIP code | م)  | 4b. Tel. No.                                   |
| 44. Addiess (Street and Humber, Sity, State, and Zir Code                             | 7)  | (b) (6), (b) (7)(C)                            |
|   |   | 4c. Cell No.                                   |
| PO Box 2314   |   | 4c. centro.                                    |
| WA Walla Walla 99362  |   | 4d. Fax No.                                    |
|   |   | 4d. Fax No.                                    |
|   |   | 4e.e-mail                                      |
|   |   | (b) (6), (b) (7)(C)                            |
| 5. Full name of national or international labor organizatio                           | n of which it is an affiliate or constituent unit /to he filled i |  |
|   | The which it is an armiate of constituent and to be mica in       | which charge is fired by a labor organization) |
| National Association of Letter Carriers   |   |  |
|   | ARATION   | Tel. No.                                       |
|   | ove charge and that the statements                                | (b) (6), (b) (7)(C)                            |
| (b) (6), (b) (7)(C)   | ny knowledge and belief.  | Office, if any, Cell No.                       |
|   | (b) (6), (b) (7)(C)   |  |
| (signature of representative or person making charge)                                 | (Print/type name and title or office, if any)                     | Fax No.  |
| ,   | ( many portains and the or ornor, ir diff)                        |  |
| PO Box 2314   | 20/20/2020 20.40.27.41  | e-mail   |
| Address Walla Walla WA 99362  | Date 02/03/2023 08:46:27 AM                                       | (b) (6), (b) (7)(C)                            |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining

representative of its employees by failing to furnish information requested by the union.

| Date of request | Employer representative | List items requested                       | Date refused |
|-----------------|-------------------------|--|--------------|
| 01/18/2023      |                         | Scheduled Interview of (b) (6), (b) (7)(C) | 02/03/2023   |

Form NLRB - 501 (3-21)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

| DO NOT WRITE IN THIS SPACE |            |  |
|----------------------------|------------|--|
| Case                       | Date Filed |  |
| 19-CA-311493               | 2/23/2023  |  |

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#### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

#### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Specifically, Branch 736 (b) (6), (b) (7)(C) made the following requests in writing for the purpose of grievance processing, which the Employer has refused to provide:

On September 13, 2022, all schedules "for Richland PO letter carriers dispatched to other offices for the past 3 months up to present day," from (b) (6), (b) (7)(C)

On September 22, 2022, all schedules, worksheets, workload status reports, 3996s, clock rings, overtime alerts, volume reports, mandated rotation lists, station dispatch schedules, overtime-desired lists, and parcel delivery records for the Dayton WA Post Office dated September 26, 2022, from

On September 26, 2022, all schedules, worksheets, workload status reports, 3996s, clock rings, overtime alerts, volume reports, mandated rotation lists, station dispatch schedules, overtime-desired lists, and parcel delivery records for the Dayton WA Post Office dated September 27 through September 28, 2022, from

On January 18, 2023, an investigative interview with (b) (6), (b) (7)(C) at  $^{(b)}$  next available time, from (b) (6), (b) (7)(C)

On January 25, 2023, all schedules, worksheets, workload status reports, 3996s, clock rings, overtime alerts, volume reports, mandated rotation lists, station dispatch schedules, overtime-desired lists, and parcel delivery records for the Pasco WA Post Office dated January 11 through January 25, 2023, from

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

Case 19-CA-311525 Date Filed 2/3/2023

INSTRUCTIONS:

| 1. EM  | PLOYER AGAINST WHOM CHARGE IS BROUGHT   |   |
|--|---|---|
| a. Name of Employer United States Postal Service   |   | b. Tel. No.<br>3603772722   |
|  |   | c. Cell No.   |
|  |   | f, Fax. No.   |
| d. Address (Street, city, state, and ZIP code)<br>200 National Ave S<br>Bremerton, WA 98312-9998   | (b) (6), (b) (7)(C)   | g. e-mail<br>(b) (6), (b) (7)(C) @usps.gov  |
|  |   | h. Number of workers employed<br>90   |
| Type of Establishment (tactory, mine, wholesaler, etc. Communications and Parcel Delivery  | i, Identify principal product or service<br>Mail  |   |
| meaning of the Act and the Postal Reorganization Act.  | of the National Lat<br>nearing of the Act, or these unfair labor practices are pr<br>atement of the facts constituting the alleged unfair labor           |   |
| (b) (6), (b) (7)(A), (b) (7)(C)  | 0,00  |   |
| The only difference (b) (6), (b) (7)(A), (b) (7)(b) (6), (b) (7)(A), (b) (7)(C)  Their discipline is fatally flawed (b) (6), (b) (7)(A)  If they can't fix the problems, (b) (6), (b) (7)(A)  3. Full name of party filing charge (if labor organization (b) (6), (b) (7)(C)   | 7)(A), (b) (7)(C)<br>A), (b) (7)(C)<br>, give full name, including local name and number)   | Ab Tol No   |
| The only difference (b) (6), (b) (7)(A), (b) (7)(b) (6), (b) (7)(A), (b) (7)(C)  Their discipline is fatally flawed (b) (6), (b) (7)(A)  If they can't fix the problems, (b) (6), (b) (7)(A)  3. Full name of party filing charge (if labor organization (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP co  | 7)(A), (b) (7)(C)<br>A), (b) (7)(C)<br>, give full name, including local name and number)   | (b) (6), (b) (7)(C)   |
| The only difference (b) (6), (b) (7)(A), (b) (7)(b) (6), (b) (7)(A), (b) (7)(C)  Their discipline is fatally flawed (b) (6), (b) (7)(A)  If they can't fix the problems, (b) (6), (b) (7)(A)  3. Full name of party filing charge (if labor organization (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP co  | 7)(A), (b) (7)(C)<br>A), (b) (7)(C)<br>, give full name, including local name and number)   | (b) (6), (b) (7)(C)   |
| The only difference (b) (6), (b) (7)(A), (b) (7)(b) (6), (b) (7)(A), (b) (7)(C)  Their discipline is fatally flawed (b) (6), (b) (7)(A)  If they can't fix the problems, (b) (6), (b) (7)(A)  3. Full name of party filing charge (if labor organization (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP co  | 7)(A), (b) (7)(C)<br>A), (b) (7)(C)<br>, give full name, including local name and number)   | (b) (6), (b) (7)(C)<br>4c. Cell No.   |
| The only difference (b) (6), (b) (7)(A), (b) (7)(b) (6), (b) (7)(A), (b) (7)(C)  Their discipline is fatally flawed (b) (6), (b) (7)(A)  If they can't fix the problems, (b) (6), (b) (7)(A)  3. Full name of party filing charge (if labor organization (b) (6), (b) (7)(C)   | 7)(A), (b) (7)(C)<br>A), (b) (7)(C)<br>, give full name, including local name and number)   | (b) (6), (b) (7)(C)<br>4c. Cell No.<br>(b) (6), (b) (7)(C)  |
| The only difference (b) (6), (b) (7)(A), (b) (7)(A), (b) (7)(C)  Their discipline is fatally flawed (b) (6), (b) (7)(A). If they can't fix the problems, (b) (6), (b) (7)(A).  3. Full name of party filing charge (if labor organization (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP co. (b) (6), (b) (7)(C)  | 7)(A), (b) (7)(C)<br>A), (b) (7)(C)<br>, give full name, including local name and number)   | (b) (6), (b) (7)(C)  4c. Cell No. (b) (6), (b) (7)(C)  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  |
| The only difference (b) (6), (b) (7)(A), (b) (7) (b) (6), (b) (7)(A), (b) (7)(C)  Their discipline is fatally flawed (b) (6), (b) (7)  If they can't fix the problems, (b) (6), (b) (7)  3. Full name of party filing charge (if labor organization (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP co. (b) (6), (b) (7)(C)  5. Full name of national or international labor organization (b) (c) (d) (d) (d) (d) (d) (e)                                    | (7)(A), (b) (7)(C) A), (b) (7)(C)  I give full name, including local name and number)  Idea  CLARATION  bove charge and that the statements               | (b) (6), (b) (7)(C)  4c. Cell No. (b) (6), (b) (7)(C)  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  |
| The only difference (b) (6), (b) (7)(A), (b) (7) (b) (6), (b) (7)(A), (b) (7)(C)  Their discipline is fatally flawed (b) (6), (b) (7)  If they can't fix the problems, (b) (6), (b) (7)  3. Full name of party filing charge (if labor organization (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP co. (b) (6), (b) (7)(C)  5. Full name of national or international labor organization (b) (c) (d) (d) (d) (d) (d) (e)                                    | (7)(A), (b) (7)(C) (A), (b) (7)(C) (a), give full name, including local name and number) (b) (c) (de) (de) (c) (c) (de) (de) (de) (de) (de) (de) (de) (de | (b) (6), (b) (7)(C)  4c. Cell No. (b) (6), (b) (7)(C)  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  d in when charge is filed by a labor organization.  Tel. No.                    |
| The only difference (b) (6), (b) (7)(A), (b) (7) (b) (6), (b) (7)(A), (b) (7)(C)  Their discipline is fatally flawed (b) (6), (b) (7)  If they can't fix the problems, (b) (6), (b) (7)  3. Full name of party filing charge (if labor organization (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP co. (b) (6), (b) (7)(C)  5. Full name of national or international labor organization (b) (c) (d) (d) (d) (e) (e) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f | (7)(A), (b) (7)(C) (A), (b) (7)(C) (b) give full name, including local name and number) (c) ade) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d                   | (b) (6), (b) (7)(C)  4c. Cell No. (b) (6), (b) (7)(C)  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  d in when charge is filed by a labor organization  Tel. No. (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |            |
|----------------------------|--------------|------------|
| Case                       |              | Date Filed |
|                            | 19-CA-311614 | 2/6/2023   |

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

|   | OYER AGAINST WHOM CHARGE IS BROUGHT                                  | ······································        |
|---|--|---|
| a. Name of Employer   |  | b. Tel. No.                                   |
| HCL Solutions America   |  | (b) (6), (b) (7)(C)                           |
| TICE Solutions America  |  |   |
|   |  | c. Cell No.                                   |
|   |  |   |
|   |  | f. Fax. No.                                   |
| d Address (Otrest situates = = 1710 == d=)                          | e. Employer Representative   | -   |
| d. Address (Street, city, state, and ZIP code)<br>330 Potrero Ave   |  | g. e-mail                                     |
| 330 Folieto Ave   | (b) (6), (b) (7)(C)  | g. o maii                                     |
|   |  | (b) (6), (b) (7)(C) @hcl.com                  |
| CA Sunnyvale 94085  |  | h. Number of workers employed                 |
|   |  | 72  |
|   |  | 12  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)          | J. Identify principal product or service                             |   |
| Technology  |  |   |
| The above-named employer has engaged in and is enga                 | ging in unfair labor practices within the meaning of section         | 8(a), subsections (1) and                     |
| (list subsections) 1  | of the National Labor R  | delations Act, and these unfair labor         |
|   | aning of the Act, or these unfair labor practices are practic        |   |
| meaning of the Act and the Postal Reorganization Act.               | ,  | 3   |
|   | a mant of the feets so natify time the alleged unfairleters          | ofice al                                      |
| 2. Basis of the Charge (set forth a clear and concise state         | ement of the facts constituting the alleged unfair labor pra         | ctices)                                       |
|   |  |   |
| See additional page   |  |   |
| eee additional page   |  |   |
|   |  |   |
|   |  |   |
|   |  |   |
|   |  |   |
| (b) (6), (b) (7)(C) f party filing charge (if labor organization, g | give full name, including local name and number)                     |   |
| (b) (6), (b) (7)(C)   | , ,  |   |
| 4a. Address (Street and number, city, state, and ZIP cod            | ٥١   | 4b. Tel. No.                                  |
| 4a. Addiess (Street and number, City, State, and ZIF Cod            | e)   |   |
|   |  | (b) (6), (b) (7)(C)                           |
| (b) (6), (b) (7)(C)   |  | 4c. Cell No.                                  |
| (b) (c), (b) (1)(c)   |  |   |
|   |  | 4d. Fax No.                                   |
|   |  |   |
|   |  | 4e. e-mail                                    |
|   |  | (b) (6), (b) (7)(C)                           |
|   | 6 1 1 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1                              |   |
| 5. Full name of national or international labor organizatio         | n of which it is an affiliate or constituent unit (to be filled in v | when charge is filed by a labor organization) |
|   |  |   |
| 0.050   | ADATION  | 1=  |
|   | ARATION<br>ove charge and that the statements                        | Tel. No.                                      |
|   | ny knowledge and belief.   | (b) (6), (b) (7)(C)                           |
| (b) (6), (b) (7)(C)   | iy knowledge dira beller.  | Office, if any, Cell No.                      |
| (2) (3), (2) (1),(3)  | (b) (6), (b) (7)(C)  |   |
|   |  | Fax No.                                       |
| (signature of representative or person making charge)               | (Print/type name and title or office, if any)                        | I GANO.                                       |
| (b) (6), (b) (7)(C)   |  |   |
| Address   | Date 02/04/2023 01:57:57 PM  | e-mail  |
| , 144, 160  | Date   | (b) (6), (b) (7)(C)                           |
|   |  |   |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

Form NLRB - 501 (3-21)

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case Date Filed

19-CA-311614 3/17/2023

| the state of the s | . EMPLOYER AGAINST WHOM CHARGE IS BR           | OUGHT   |
|--|--|---|
| <ul> <li>Name of Employer</li> <li>HCL Technologies Limited and Meta</li> </ul>  | Platforms, Inc., as a joint employer           | b. Tel. No.<br>(b) (6), (b) (7)(C)<br>c. Cell No.                           |
| d. Address (Street, city, state, and ZIP code) HCL - 330 Potrero Ave Sunnyvale, CA 94085 Meta – 1601 Willow Rd.  | e. Employer Representative (b) (6), (b) (7)(C) | f. Fax No.  g. e-mail (b) (6) (7)(C) @hcl.com h. Number of Workers Employed |
| Menlo Park, CA 94025  i. Type of Establishment (factory, mine,   | j. Identify Principal Product or Service       | HCL - 100+  |
| wholesaler, etc.)<br>technology  | technology contractor                          |   |

Within the last six months, including but not limited to since about January 2023, the above-named employers, as a joint employer, have interfered with, restrained, and coerced employees in the exercise of rights protected by Section 7 of the Act by telling employees they cannot talk about wages and/or maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

| b) (6), (b) (7)(C) Address (Street and number, city, state, and ZIP code)   | I STATE   | 4b. Tel. No.   |
|---|---|--|
| (b) (6), (b) (7)(C)   |   | (b) (6), (b) (7)(C)  |
|   |   | 4c. Cell No.   |
|   |   | 4d. Fax No.  |
|   |   | 4e. e-mail   |
|   |   | (b) (6), (b) (7)(C)  |
|   | of which it is an affiliate or constituent unit (   |  |
| ganization)  6. DECLARATIO I declare that I have read the above charge and that I   | N<br>he statements are true to the best of my   |  |
| Ganization)  6. DECLARATIO  I declare that I have read the above charge and that I knowledge and be   | N<br>he statements are true to the best of my   | to be filled in when charge is filed by a labor  Tel. No.  (b) (6), (b) (7)(C) |
| ganization)  6. DECLARATIO I declare that I have read the above charge and that I   | N<br>he statements are true to the best of my<br>elief.   | to be filled in when charge is filed by a labor  Tel. No.                      |
| (sign for person making charge)  6. DECLARATIO  6. | N<br>he statements are true to the best of my   | to be filled in when charge is filed by a labor  Tel. No.  (b) (6), (b) (7)(C) |
| (b) (6), (b) (7)(C)   | N he statements are true to the best of my elief.  (b) (6), (b) (7)(C) (Print/type name and title or office, if | Tel. No. (b) (6), (b) (7)(C)  Office, if any, Cell No.                         |

## WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |           |
|----------------------------|--------------|-----------|
| Case                       |              | Date F ed |
|                            | 19-CA-311616 | 2/3/2023  |

#### **INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| File an original with NLRB Regional Director for the region in   | which the alleged dilian labor practice occurred or is oc                              | carring.  |
|--|--|---|
| 1. EMPL  | OYER AGAINST WHOM CHARGE IS BROUGHT  |   |
| a. Name of Emp oyer<br>BEN FRANKLIN TRANSIT  |  | b. Te . No.<br>(509)735-5100                        |
|  |  | c. Ce No.   |
|  | L. F P   | f. Fax. No.   |
| d. Address (Street, city, state, and ZIP code)<br>1000 COLUMBIA PARK TRAIL                                     | e. Emp oyer Representat ve<br>(b) (6), (b) (7)(C)                                      | g. e-ma   |
| RICHLAND, WA 99352   |  |   |
|  |  | h. Number of workers emp oyed UNKOWN                |
| . Type of Estab shment (factory, mine, wholesaler, etc.) TRANSIT   | j. Ident fy pr nc pa product or serv ce<br>CITY TRANSIT                                |   |
| The above-named employer has engaged in and is engaged   | ging in unfair labor practices within the meaning of se                                | ection 8(a), subsections (1) and                    |
| (list subsections)   | of the National La   | bor Relations Act, and these unfair labor           |
| practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act. | aning of the Act, or these unfair labor practices are p                                | ractices affecting commerce within the              |
| 2. Bas s of the Charge (set forth a clear and concise state DISCRIMINATION, HOSTILE WORK PLACE,                |  | producesy   |
|  |  |   |
|  |  |   |
|  |  |   |
|  |  |   |
| 3. Fu name of party f ng charge (if labor organization, g  | ive full name, including local name and number)  |   |
| (b) (6), (b) (7)(C)  | ,  |   |
| 4a. Address (Street and number, city, state, and ZIP code  | a)   | 4b. Te . No.  |
| (b) (6), (b) (7)(C)  |  | (b) (6), (b) (7)(C)                                 |
|  |  | 4c. Ce No.  |
|  |  | 4d. Fax No.   |
|  |  | 4e. e-ma  |
|  |  | (b) (6), (b) (7)(C)                                 |
| 5. Fu name of nat ona or nternat ona abor organ zat or   | of which it is an affiliate or constituent unit (to be fille                           | ed in when charge is filed by a labor organization) |
| N/A  |  |   |
| 6. DECL  |  |   |
| (b) (6) (b) (7)(c) hat I have read the abo   | ARATION<br>ve charge and that the statements   | Te . No.  |
| (b) (6), (b) (7)(6) re true to the best of n   | ARATION ve charge and that the statements ny knowledge and belief. (b) (6), (b) (7)(C) |   |
| (b) (6), (b) (7)(c) re true to the best of n   | ve charge and that the statements<br>ny knowledge and belief.                          | Te . No.  |
| re true to the best of h   | ve charge and that the statements by knowledge and belief.  (b) (6), (b) (7)(C)        | Te . No.  Off ce, f any, Ce No.                     |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |            |  |
|----------------------------|------------|--|
| Case                       | Date Filed |  |
| 19-CA-311621               | 2/6/2023   |  |

#### INSTRUCTIONS:

|  | n which the alleged unfair labor practice occurred or is occurri<br>LOYER AGAINST WHOM CHARGE IS BROUGHT | ng.   |
|--|--|---|
| a. Name of Employer  | EOTER AGAINST WHOM CHARGE IS BROUGHT   | b. Tel. No.                                   |
| HMIS   |  |   |
| Tiviis   |  | (b) (6), (b) (7)(C)                           |
|  |  | c. Cell No.                                   |
|  |  | (b) (6), (b) (7)(C)                           |
|  |  | f. Fax. No.                                   |
| d. Address (Street, city, state, and ZIP code)                       | e. Employer Representative   | _   |
| 2345 Stevens drive   | (b) (6), (b) (7)(C)  | g. e-mail                                     |
|  |  | 4.10.4.1710                                   |
| WA Di-bl1 00050  |  | (b) (6), (b) (7)(C)@rl.gov                    |
| WA Richland 99352  |  | h. Number of workers employed                 |
|  |  | 1   |
| i. Type of Establishment (factory, mine, wholesaler, etc.,           | j. Identify principal product or service   |   |
| Security Systems & Services  | DOE security   |   |
| The above-named employer has engaged in and is enga                  | aging in unfair labor practices within the meaning of section  | 8(a), subsections (1) and                     |
| (list subsections) 4   | of the National Labor F  | Relations Act, and these unfair labor         |
| practices are practices affecting commerce within the me             | eaning of the Act, or these unfair labor practices are practi  | ces affecting commerce within the             |
| meaning of the Act and the Postal Reorganization Act.                |  |   |
| 2. Basis of the Charge (set forth a clear and concise sta            | tement of the facts constituting the alleged unfair labor pra  | ctices)                                       |
|  |  |   |
|  |  |   |
| See additional page  |  |   |
|  |  |   |
|  |  |   |
|  |  |   |
|  |  |   |
| (b) (6), (b) (7)(C) e of party filing charge (if labor organization, | give full name, including logger and number)   |   |
| Hanford Guards Union   | HGU local 21   |   |
| 4a. Address (Street and number, city, state, and ZIP cod             | 10)  | 4b. Tel. No.                                  |
| - 44. Natioss (offeet and namber, ett), state, and 211 offe          | 10)  | (b) (6), (b) (7)(C)                           |
|  |  | 4c. Cell No.                                  |
| Hanford Guards Union p.o. box 687                                    |  | (b) (6), (b) (7)(C)                           |
| WA Richland 99352  |  |   |
|  |  | 4d. Fax No.                                   |
|  |  |   |
|  |  | 4e. e-mail                                    |
|  |  | (b) (6), (b) (7)(C)                           |
| 5. Full name of national or international labor organization         | on of which it is an affiliate or constituent unit (to be filled in t                                    | when charge is filed by a labor organization) |
| International Guards Union of America                                |  |   |
|  | ABATION  |   |
|  | .ARATION<br>ove charge and that the statements   | Tel. No.                                      |
| are true to the best of  | my knowledge and belief.   | (b) (6), (b) (7)(C)                           |
| (b) (6), (b) (7)(C)  |  | Office, if any, Cell No.                      |
|  | (b) (6), (b) (7)(C)<br>■HGU local 21   | (b) (6), (b) (7)(C)                           |
| (signature of representative or person making charge)                | (Print/type name and title or office, if any)  | Fax No.                                       |
|  |  |   |
| Hanford Guards Union p.o. box 687                                    |  | e-mail  |
| Address Richland WA 99352  | Date 02/06/2023 10:17:41 AM  | (b) (6), (b) (7)(C)                           |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

### 8(a)(4)

Within the previous six months, the Employer disciplined or retaliated against an employee (s) because the employee (s) filed charges

or cooperated with the NLRB.

| Name of employee disciplined/retaliated against | Type of discipline/retaliation | Approximate date of discipline/retaliation |
|---|--------------------------------|--|
| (b) (6), (b) (7)(C)                             | Termination                    | <sup>©)(©, ©)7</sup> /2023                 |

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |                     |
|----------------------------|--------------|---------------------|
| Case                       | 19-CA-311622 | Date Filed 2/6/2023 |

INSTRUCTIONS:

| 1. EMPLOYER AGAINST WHOM CHARGE IS BRO   | DUGHT  |
|--|--|
| a. Name of Employer  | b. Tel. No.  |
| Yellow Freight   | (206) 439-4600   |
|  | c. Cell No.  |
|  | f. Fax. No.  |
| d. Address (Street, city, state, and ZIP code)  e. Employer Representative   |  |
| 12855 48th Ave S (b) (6), (b) (7)(C)   | g. e-mail<br>ற்குல்ரில் இMyYellow.com  |
| WA Tukwila 98168   | h. Number of workers employed<br>100   |
| i. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Trucking   |  |
| The above-named employer has engaged in and is engaging in unfair labor practices within the mean  | ning of spection 8/a) subspections /4\ and   |
| HONON CONSTITUTE (INC.) - TO THE CONTROL OF THE CO   | [ [ [ [ [ [ [ [ [ [ [ [ [ [ [ [ [ [ [  |
|  | tional Labor Relations Act, and these unfair labor   |
| practices are practices affecting commerce within the meaning of the Act, or these unfair labor practi   | ices are practices affecting commerce within the   |
| meaning of the Act and the Postal Reorganization Act.  |  |
| <ol><li>Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged u</li></ol>   | nfair labor practices)   |
| See additional page  |  |
| See additional page  3. Full name of party filing charge (if labor organization, give full name, including local name and nume Chris Porter  | mber)  |
| 3. Full name of party filing charge <i>(if labor organization, give full name, including local name and nun</i><br>Chris Porter<br>Business Agent<br>International Brotherhood of Teamsters  |  |
| 3. Full name of party filing charge <i>(if labor organization, give full name, including local name and nun</i><br>Chris Porter Business Agent<br>International Brotherhood of Teamsters   | 4b. Tel. No.   |
| 3. Full name of party filing charge <i>(if labor organization, give full name, including local name and nun</i><br>Chris Porter Business Agent<br>International Brotherhood of Teamsters   | 4b. Tel. No.<br>(206) 441-6060   |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and num<br>Chris Porter<br>Business Agent<br>International Brotherhood of Teamsters<br>4a. Address (Street and number, city, state, and ZIP code)   | 4b. Tel. No.   |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and num<br>Chris Porter<br>Business Agent<br>International Brotherhood of Teamsters<br>4a. Address (Street and number, city, state, and ZIP code)   | 4b. Tel. No.<br>(206) 441-6060   |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and num<br>Chris Porter<br>Business Agent<br>International Brotherhood of Teamsters<br>4a. Address (Street and number, city, state, and ZIP code)   | 4b. Tel. No. (206) 441-6060<br>4c. Cell No.  |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and num<br>Chris Porter<br>Business Agent<br>International Brotherhood of Teamsters<br>4a. Address (Street and number, city, state, and ZIP code)   | 4b. Tel. No.<br>(206) 441-6060<br>4c. Cell No.<br>(253) 797-4828<br>4d. Fax No.  |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and num<br>Chris Porter<br>Business Agent<br>International Brotherhood of Teamsters<br>4a. Address (Street and number, city, state, and ZIP code)   | 4b. Tel. No.<br>(206) 441-6060<br>4c. Cell No.<br>(253) 797-4828   |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and num<br>Chris Porter<br>Business Agent<br>International Brotherhood of Teamsters<br>4a. Address (Street and number, city, state, and ZIP code)<br>14675 Interurban Ave S<br>WA Tukwila 98168   | 4b. Tel. No. (206) 441-6060  4c. Cell No. (253) 797-4828  4d. Fax No.  4e. e-mail cporter@teamsters174.org   |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and num<br>Chris Porter<br>Business Agent<br>International Brotherhood of Teamsters<br>4a. Address (Street and number, city, state, and ZIP code)<br>14675 Interurban Ave S<br>WA Tukwila 98168   | 4b. Tel. No. (206) 441-6060  4c. Cell No. (253) 797-4828  4d. Fax No.  4e. e-mail cporter@teamsters174.org   |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and num<br>Chris Porter  International Brotherhood of Teamsters  4a. Address (Street and number, city, state, and ZIP code)  14675 Interurban Ave S WA Tukwila 98168  5. Full name of national or international labor organization of which it is an affiliate or constituent unit  | 4b. Tel. No. (206) 441-6060 4c. Cell No. (253) 797-4828 4d. Fax No.  4e. e-mail cporter@teamsters174.org   |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and nume. International Brotherhood of Teamsters 4a. Address (Street and number, city, state, and ZIP code)  14675 Interurban Ave S WA Tukwila 98168  5. Full name of national or international labor organization of which it is an affiliate or constituent unit.  Teamsters Local Union 174  6. DECLARATION I declare that I have read the above charge and that the statements  | 4b. Tel. No. (206) 441-6060  4c. Cell No. (253) 797-4828  4d. Fax No.  4e. e-mail cporter@teamsters174.org   |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and numbers Porter Business Agent International Brotherhood of Teamsters 4a. Address (Street and number, city, state, and ZIP code)  14675 Interurban Ave S WA Tukwila 98168  5. Full name of national or international labor organization of which it is an affiliate or constituent unit Teamsters Local Union 174  6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.   | 4b. Tel. No. (206) 441-6060  4c. Cell No. (253) 797-4828  4d. Fax No.  4e. e-mail cporter@teamsters174.org  (to be filled in when charge is filed by a labor organization (206) 441-6060   |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number chris Porter International Brotherhood of Teamsters 4a. Address (Street and number, city, state, and ZIP code)  14675 Interurban Ave S WA Tukwila 98168  5. Full name of national or international labor organization of which it is an affiliate or constituent unit Teamsters Local Union 174  6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  Chris Porter   | 4b. Tel. No. (206) 441-6060 4c. Cell No. (253) 797-4828 4d. Fax No.  4e. e-mail cporter@teamsters174.org   |
| 3. Full pame of party filing charge (if labor organization, give full name, including local name and num Business Agent International Brotherhood of Teamsters  4a. Address (Street and number, city, state, and ZIP code)  14675 Interurban Ave S WA Tukwila 98168  5. Full name of national or international labor organization of which it is an affiliate or constituent unit Teamsters Local Union 174  6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  Chris Porter Business Agent  | 4b. Tel. No. (206) 441-6060  4c. Cell No. (253) 797-4828  4d. Fax No.  4e. e-mail cporter@teamsters174.org  (to be filled in when charge is filled by a labor organization  Tel. No. (206) 441-6060  Office, if any, Cell No. (253) 797-4828 |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and numbers of the protest of | 4b. Tel. No. (206) 441-6060  4c. Cell No. (253) 797-4828  4d. Fax No.  4e. e-mail cporter@teamsters174.org  (to be filled in when charge is filled by a labor organization (206) 441-6060  Office, if any, Cell No. (253) 797-4828           |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and num Business Agent International Brotherhood of Teamsters  4a. Address (Street and number, city, state, and ZIP code)  14675 Interurban Ave S WA Tukwila 98168  5. Full name of national or international labor organization of which it is an affiliate or constituent unit Teamsters Local Union 174  6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  Chris Porter Business Agent  | 4b. Tel. No. (206) 441-6060  4c. Cell No. (253) 797-4828  4d. Fax No.  4e. e-mail cporter@teamsters174.org  (to be filled in when charge is filed by a labor organization, (206) 441-6060  Office, if any, Cell No. (253) 797-4828  Fax No.  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining

representative of its employees by failing to furnish information requested by the union.

| Date of request | Employer representative | List items requested                   | Date refused |
|-----------------|-------------------------|--|--------------|
| 01/18/2023      | (b) (6), (b) (7)(C)     | Investigation notes used for discharge | 02/03/2023   |
| 01/18/2023      | (b) (6), (b) (7)(C)     | Videos used for termination            | 02/03/2023   |
| 01/18/2023      | (b) (6), (b) (7)(C)     | Employee personnel files               | 02/03/2023   |

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |            |  |
|----------------------------|------------|--|
| Case                       | Date Filed |  |
| 19-CA-311708               | 2/7/2023   |  |

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| File an original with NLRB Regional Director for the region in   |  | ig.   |  |
|--|--|---|--|
|  | OYER AGAINST WHOM CHARGE IS BROUGHT                                  |   |  |
| a. Name of Employer  |  | b. Tel. No.                                   |  |
| United States Postal Service   |  | (b) (6), (b) (7)(C)                           |  |
|  |  | c. Cell No.                                   |  |
|  |  |   |  |
|  |  | f. Fax. No.                                   |  |
| 1.4.1.   | a Employer Depresentative  | -   |  |
| d. Address (Street, city, state, and ZIP code) 128 N 2nd Ave   | e. Employer Representative   | g. e-mail                                     |  |
| 120 N Zhu Ave  |  | g   |  |
|  |  |   |  |
| WA Walla Walla 99362   |  | h. Number of workers employed                 |  |
|  |  | 70  |  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)   | i Identify principal product or service                              |   |  |
| 1. Type of Establishment (ractory, mine, wholesaler, etc.)   | Delivery Services  |   |  |
| The characteristic and in a discount   | _  | 0(-)  |  |
|  | ging in unfair labor practices within the meaning of section         |   |  |
| (list subsections) 5   |  | elations Act, and these unfair labor          |  |
|  | aning of the Act, or these unfair labor practices are practic        | es affecting commerce within the              |  |
| meaning of the Act and the Postal Reorganization Act.  |  |   |  |
| 2. Basis of the Charge (set forth a clear and concise state  | ement of the facts constituting the alleged unfair labor prac        | tices)  |  |
|  |  |   |  |
| See additional page  |  |   |  |
| oce additional page  |  |   |  |
|  |  |   |  |
|  |  |   |  |
|  |  |   |  |
|  |  |   |  |
| (b) (6), (b) (7)(C) f party filing charge (if labor organization, give full name, including local name and number) |  |   |  |
| Branch 736 Walla Walla   |  |   |  |
| 4a. Address (Street and number, city, state, and ZIP cod   | e)   | 4b. Tel. No.                                  |  |
|  |  | (b) (6), (b) (7)(C)                           |  |
|  |  | 4c. Cell No.                                  |  |
| PO Box 2314  |  |   |  |
| WA Walla Walla 99362   |  | 4d. Fax No.                                   |  |
|  |  | 40.1 dx 110.                                  |  |
|  |  | 4o o mail                                     |  |
|  |  | 4e. e-mail                                    |  |
|  |  | (b) (6), (b) (7)(C)                           |  |
| 5. Full name of national or international labor organizatio  | n of which it is an affiliate or constituent unit (to be filled in w | then charge is filed by a labor organization) |  |
| National Association of Letter Carriers  |  |   |  |
| 0.000  | ADATION  | T =   |  |
|  | ARATION<br>ove charge and that the statements                        | Tel. No.                                      |  |
| are true to the best of n  | ny knowledge and belief.   | (b) (6), (b) (7)(C)                           |  |
| (b) (6), (b) (7)(C)  |  | Office, if any, Cell No.                      |  |
|  | (b) (6), (b) (7)(C)  |   |  |
| (signature of representative or person making charge)  | (Print/type name and title or office, if any)                        | Fax No.                                       |  |
|  | (  |   |  |
| PO Box 2314  |  | e-mail  |  |
| Address Walla Walla WA 99362   | Date 02/07/2023 07:59:15 AM  | (b) (6), (b) (7)(C)                           |  |
|  |  |   |  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining

representative of its employees by failing to furnish information requested by the union.

| Date of request | Employer representative | List items requested                              | Date refused |
|-----------------|-------------------------|---|--------------|
| 01/25/2023      | (b) (6), (b) (7)(C)     | Schedules, clock rings, parcel scans, cross craft | 02/06/2023   |

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |                     |  |
|----------------------------|---------------------|--|
| Case 19-CA-311831          | Date Filed 2/8/2023 |  |

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring

| Fran                  | 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT     a. Name of Employer  |   | b. Tel. No.<br>(415) 254-6076  |
|-----------------------|---|---|--|
| LIUI                  | ciscan Medical Group  |   | c. Cell No.  |
|                       |   |   | (415) 254-6076   |
|                       |   |   | f. Fax No.   |
| d. Address (Str       | reet, city, state, and ZIP code)  | e. Employer Representative  | g. e-Mail  |
|                       |   |   | chris.scanlan@commonspirit.org   |
| 2420                  | S State Street  | Chris Scanlan   | h. Number of workers employed  |
| Stop                  | 20-15   |   | 20+  |
| Tacc                  | ma, WA 98405  |   |  |
| . Type of Estab       | lishment (factory, mine, wholesaler, etc.)  | . Identify principal product or service   |  |
|                       | 1 m 1 m 1   | 14 to 16 m m  |  |
|                       | ical Facility<br>d employer has engaged in and is engaging in u   | Medical Care Facility   |  |
| the Section activity. | ast six months the above-named er 7 rights of employees. The rules for party filing charge (if labor organization, give | urthmore discriminate against emp   | loyees on account of union   |
| Union of              | f American Physicians and Dentis  | ts  |  |
|                       | treet and number, city, state, and ZIP code)  |   | 4b. Tel. No.   |
|                       |   |   | (916) 442-6977   |
|                       | Mall, Suite 220   |   | 4c. Cell No. (909) 408-0445  |
| Sacramento            | o, CA 95814   |   |  |
|                       |   |   | 4d. Fax No.  |
|                       |   |   |  |
|                       |   |   | 4d. Fax No.<br>4e. e-Mail<br>rflores@uapd.com  |
| filed by a labor      |   |   | 4e. e-Mail<br>rflores@uapd.com   |
| filed by a labor      | organization)<br>Federation of State, County, and N   |   | 4e. e-Mail<br>rflores@uapd.com<br>e filled in when charge is   |
| American              | rorganization) Federation of State, County, and M 6. DECLARATION  | Municipal Employees AFL-CIO   | 4e. e-Mail rflores@uapd.com e filled in when charge is  Tel. No. (510) 337-1001                          |
| American              | organization)<br>Federation of State, County, and N   | Municipal Employees AFL-CIO   | 4e. e-Mail rflores@uapd.com e filled in when charge is  Tel. No.(510) 337-1001 Office, if any, Cell No.  |
| American              | Federation of State, County, and N 6. DECLARATION have read the above charge and that the statements                    | Municipal Employees AFL-CIO   | 4e. e-Mail rflores@uapd.com e filled in when charge is  Tel. No. (510) 337-1001                          |
| American              | Federation of State, County, and N 6. DECLARATION have read the above charge and that the statements                    | Municipal Employees AFL-CIO s are true to the best of my knowledge  David A. Rosenfeld, attorney  (Print/type name and title or office, if any) | 4e. e-Mail rflores@uapd.com e filled in when charge is  Tel. No. (510) 337-1001 Office, if any, Cell No. |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |            |
|----------------------------|--------------|------------|
| Case                       |              | Date Filed |
|                            | 19-CA-311840 | 2/8/2023   |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 7   | OYER AGAINST WHOM CHARGE IS BROUGHT  |   |
|---|--|---|
|   | O LETA OATIO I WHO III OHATOL 13 DITO OOTT   | h Tol No  |
| a. Name of Employer   |  | b. Tel. No.   |
| Securitas Security Services US  |  | (b) (6), (b) (7)(C)   |
|   |  | c. Cell No.   |
|   |  |   |
|   |  | f. Fax. No.   |
|   |  | 1.1 dx. No.   |
| d. Address (Street, city, state, and ZIP code)  | e. Employer Representative   |   |
| 4340 150th Ave NE   | (b) (6), (b) (7)(C)  | g. e-mail   |
|   | (-) (-) (-) (-)  | (1.1. (2) - (1.1. T) (2)  |
|   |  | (b) (6), (b) (7)(C) @securitasinc.org   |
| WA Redmond 98052  |  | h. Number of workers employed   |
|   |  | 200   |
| i. Type of Establishment (factory, mine, wholesaler, etc.)  | i Identify principal product or conject  |   |
|   |  |   |
| Security Systems & Services   | Physical Security  |   |
| The above-named employer has engaged in and is enga   | ging in unfair labor practices within the meaning of secti   | on 8(a), subsections (1) and  |
| (list subsections) 5,1,3  | of the National Labo   | r Relations Act, and these unfair labor   |
| practices are practices affecting commerce within the me  | aning of the Act, or these unfair labor practices are pra  | ctices affecting commerce within the  |
| meaning of the Act and the Postal Reorganization Act.   | ag   |   |
|   |  |   |
| 2. Basis of the Charge (set forth a clear and concise state   | ement of the facts constituting the alleged unfair labor p   | ractices)   |
|   |  |   |
| See additional page   |  |   |
| See additional page   |  |   |
|   |  |   |
|   |  |   |
|   |  |   |
|   |  |   |
|   |  |   |
| (b) (6), (b) (7)(C) charge (if labor organization, g  | rive full name, including local name and number)   |   |
|   |  |   |
| 4a. Address (Street and number, city, state, and ZIP cod  |  |   |
| , , , ,   | e)   | 4b. Tel. No.  |
|   | e)   |   |
|   | e)   | (b) (6), (b) (7)(C)   |
| (b) (6) (b) (7)(C)  | e)   |   |
| (b) (6), (b) (7)(C)   | e)   | (b) (6), (b) (7)(C)   |
| (b) (6), (b) (7)(C)   | e)   | (b) (6), (b) (7)(C)   |
| (b) (6), (b) (7)(C)   | e)   | (b) (6), (b) (7)(C)<br>4c. Cell No.   |
| (b) (6), (b) (7)(C)   | e)   | (b) (6), (b) (7)(C)<br>4c. Cell No.<br>4d. Fax No.  |
| (b) (6), (b) (7)(C)   | e)   | (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail   |
|   |  | (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)   |
| (b) (6), (b) (7)(C)  5. Full name of national or international labor organization   |  | (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)   |
|   |  | (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)   |
|   |  | (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)   |
| 5. Full name of national or international labor organizatio   |  | (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)   |
| 5. Full name of national or international labor organizatio  6. DECL I declare that I have read the abo   | n of which it is an affiliate or constituent unit <i>(to be filled i</i><br>ARATION<br>ove charge and that the statements  | (b) (6), (b) (7)(C) 4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  in when charge is filed by a labor organization)   |
| 5. Full name of national or international labor organizatio  6. DECL I declare that I have read the aboare true to the best of n  | n of which it is an affiliate or constituent unit <i>(to be filled i</i><br>ARATION  | (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  in when charge is filed by a labor organization)  Tel. No. (b) (6), (b) (7)(C)                                    |
| 5. Full name of national or international labor organizatio  6. DECL I declare that I have read the abo   | n of which it is an affiliate or constituent unit <i>(to be filled i</i><br>ARATION<br>ove charge and that the statements<br>ny knowledge and belief.                        | (b) (6), (b) (7)(C) 4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  in when charge is filed by a labor organization)  Tel. No.   |
| 5. Full name of national or international labor organizatio  6. DECL I declare that I have read the aboare true to the best of n  | n of which it is an affiliate or constituent unit <i>(to be filled i</i><br>ARATION<br>ove charge and that the statements  | (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  in when charge is filed by a labor organization)  Tel. No. (b) (6), (b) (7)(C)                                    |
| 5. Full name of national or international labor organizatio  6. DECL I declare that I have read the aborare true to the best of name true true true true true true true tru | n of which it is an affiliate or constituent unit <i>(to be filled i</i><br>ARATION<br>ove charge and that the statements<br>by knowledge and belief.<br>(b) (6), (b) (7)(C) | (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  in when charge is filed by a labor organization)  Tel. No. (b) (6), (b) (7)(C)                                    |
| 5. Full name of national or international labor organization  6. DECL  I declare that I have read the aborate true to the best of material (b) (6), (b) (7)(C)  (signature of representative or person making charge)   | n of which it is an affiliate or constituent unit <i>(to be filled i</i><br>ARATION<br>ove charge and that the statements<br>ny knowledge and belief.                        | (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  in when charge is filed by a labor organization)  Tel. No. (b) (6), (b) (7)(C)  Office, if any, Cell No.          |
| 5. Full name of national or international labor organizatio  6. DECL I declare that I have read the aborare true to the best of name true true true true true true true tru | n of which it is an affiliate or constituent unit <i>(to be filled i</i><br>ARATION<br>ove charge and that the statements<br>by knowledge and belief.<br>(b) (6), (b) (7)(C) | (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  in when charge is filed by a labor organization)  Tel. No. (b) (6), (b) (7)(C)  Office, if any, Cell No.  Fax No. |
| 5. Full name of national or international labor organization  6. DECL  I declare that I have read the aborate true to the best of material (b) (6), (b) (7)(C)  (signature of representative or person making charge)   | n of which it is an affiliate or constituent unit <i>(to be filled i</i><br>ARATION<br>ove charge and that the statements<br>by knowledge and belief.<br>(b) (6), (b) (7)(C) | (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  in when charge is filed by a labor organization)  Tel. No. (b) (6), (b) (7)(C)  Office, if any, Cell No.          |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

#### 8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees

| from engaging in protected concerted activities. |  |   |  |
|--|--|---|--|
| Name of employee disciplined/retaliated against  | Type of discipline/retaliation           | Approximate date of discipline/retaliation          |  |
| (b) (6), (b) (7)(C)                              | Reassigning labor to non union employees | <sup>©161,©17</sup> /2022                           |  |
| (b) (6), (b) (7)(C)                              | Reassigning labor to non union employees | <sup>剛信. ®(7</sup> /2022                            |  |
| (b) (6), (b) (7)(C)                              | Loss of professional credentials         | <sup>[0] [0] [0] [0] [0] [0] [0] [0] [0] [0] </sup> |  |
| (b) (6), (b) (7)(C)                              | Loss of professional credentials         | <sup>® (6), (8) (7</sup> /2022                      |  |
| (b) (6), (b) (7)(C)                              | Loss of professional credentials         | <sup>©161,©17</sup> /2022                           |  |
| 1  |  |   |  |

#### 8(a)(3)

(b) (6), (b) (7)(C)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities or membership.

Reassigning labor to non union employees | | (2022

| Name of employee refused hire | Approximate date of refusal to hire |
|-------------------------------|-------------------------------------|
| (b) (6), (b) (7)(C)           | <sup>阿(G)(7</sup> /2023             |

#### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying an employee's request for union representation during an disciplinary investigation.

| Approximate date representation was denied |
|--|
| <sup>DIGLIDITIK</sup> 2022                 |

#### 8(a)(5)

Within the previous six months, the Employer failed and refused to recognize the union as the collective bargaining representative of its employees.

#### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

| List Changes                                      | Approximate date of change |
|---|----------------------------|
| Hostile work environment                          | 07/01/2022                 |
| Reassigning labor to nonunion employees           | ®®®7/2022                  |
| Creating group that circumvents right to organize | 11/11/2022                 |
| Pay differential                                  | 08/01/2022                 |

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |            |  |
|----------------------------|------------|--|
| Case                       | Date Filed |  |
| 19-CA-311843               | 2/8/2023   |  |

INSTRUCTIONS:

|  | which the alleged untair labor practice occurred or is occurred.  OYER AGAINST WHOM CHARGE IS BROUGHT | ing,   |
|--|---|--|
| a. Name of Employer  |   | b. Tel, No.  |
| NewGen Ballard   |   | 206-782-0100   |
|  |   | c. Celi No.  |
|  |   | f. Fax. No.  |
| d. Address (Street, city, state, and ZIP code)<br>820 NW 95th, Seattle, WA 98117   | e. Employer Representative<br>(b) (6), (b) (7)(C)   | g, e-mail  |
| 820 NW 95th, Seattle, WA 98117   | (3) (3), (3) (1) (3)  | (b) (6), (b) (7)(C) @newgenhcg.com                               |
|  |   | h. Number of workers employed<br>40                              |
| i, Type of Establishment (factory, mine, wholesaler, etc.)<br>Nursing Home Facility  | j. Identify principal product or service<br>Providing care  |  |
| The above-named employer has engaged in and is engage  | ging in unfair labor practices within the meaning of section  | n 8(a), subsections (1) and                                      |
| (list subsections) Section 8 (d) and 8(a) (5)  | of the National Labor I   | Relations Act, and these unfair labor                            |
| practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  | aning of the Act, or these unfair labor practices are practi  | ces affecting commerce within the                                |
| 2. Basis of the Charge (set forth a clear and concise state  | ment of the facts constituting the alleged unfair labor pra   | ctices)  |
| SEIU 775 and NewGen engaged in negations over made multiple attempts to reach out via email and increases were implemented without notification o request over the implemented wage increases. We non-responsive.  | calls with no response from the employer. On November 18th we filed a griev                           | vember 14th, we learned that wage vance and filed an information |
| Full name of party filing charge (if labor organization, gi     Service Employees International Union 775  | ive full name, including local name and number)   |  |
| 4a. Address (Street and number, city, state, and ZIP code) 215 Columbia St., Seattle, WA 98104   |   | 4b. Tel. No.<br>206-601-3023                                     |
|  |   | 4c. Cell No.<br>206-601-3023                                     |
|  |   | 4d. Fax No.  |
|  |   | 4e. e-mail<br>lora.bratoff@seiu775.org                           |
| 5, Full name of national or international labor organization   | of which it is an affiliate or constituent unit (to be filled in                                      | when charge is filed by a labor organization)                    |
| Service Employees International Union  |   |  |
| 6. DECLARATION  I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  Lora Branch FE SEIU 775  (signature of representative or person meking charge) (Print/type name and little or office, if any)  Address 215 PSO+Columbia S+ Spotfle 98/17 Date 2/8/23 |   | Tel. No.   |
|  |   | Office, if any, Cell No.   |
|  |   | Fax No.  |
|  |   | e-mail   |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM NLRB-501 (2-18)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |                     |
|----------------------------|--------------|---------------------|
| Case                       | 19-CA-311934 | Date Filed 2/9/2023 |

INSTRUCTIONS:

| rne an original with NLRB Regional Director for the region in wi<br>1. EMI   | PLOYER AGAINST WHOM CHARGE IS BROUGHT  |   |
|--|--|---|
| a. Name of Employer  |  | b. Tel. No.   |
| Garden Cycles LLC  |  | (206) 650-9807                                      |
|  |  | c. Cell No.   |
| d. Address (Street, city, state, and ZIP code)   | e. Employer Representative   | f. Fax. No.   |
| 7016 18 <sup>th</sup> Ave SW,  | (b) (6), (b) (7)(C)  | g. e-mail<br>gardencycles@hotmail.com               |
| Seattle, WA 98106-5100   |  | h. Number of workers employed<br>18                 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Maintenance   | j. Identify principal product or service<br>Landscaping  |   |
| The above-named employer has engaged in and is engaging<br>Relations Act, and these unfair labor practices are practices a<br>commerce within the meaning of the Act and the Postal Reor | affecting commerce within the meaning of the Act, or these tr<br>ganization Act.                               | unfair labor practices are practices affecting      |
| !. Basis of the Charge (set forth a clear and concise statement  | nt of the facts constituting the alleged unfair labor practices,   | )   |
| Walis de la de Esta de la Contra la dis  | to delicate de la constanta de |   |
| Vithin the past six months, the Employer has vio   | plated the Act by:   |   |
|  |  |   |
| <ul> <li>Unilaterally implementing \$1/hour for h</li> </ul>   | ours worked in the last pay period of the year.  |   |
| · Failing to abide by the status quo regard  | ing holiday bonuses.   |   |
|  | ly paid \$500 holiday bonus on employees and th  | a union airing un local alaims                      |
| • Conditioning payment of the traditional  | ly paid \$500 fioliday bolius off employees and in   | e umon giving up legal claims                       |
|  |  |   |
| 3. Full name of party filing charge (if labor organization, giv  | ve full name, including local name and number)   |   |
| Laborers International Union of North (LIUNA)  |  |   |
| 4a. Address (Street and number, city, state, and ZIP code)   |  | 4b. Tel. No.  |
| 22323 Pacific Hwy S  |  | (b) (6), (b) (7)(C)                                 |
|  |  | 4c. Cell No.  |
| Des Moines, WA 98198   |  | 4d. Fax No.   |
|  |  | 4e. e-mail  One |
| 5. Full name of national or international labor organization o   | of which it is an affiliate or constituent unit (to be filled in whe   | m charge is filed by a labor organization)          |
| I -b I-t ti till-if NIth /I HDIA)  |  |   |
| Laborers International Union of North (LIUNA)  |  |   |
| 6 DEC  | T ARATION  | Tel. No.  |
| 6. DECLARATION  I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.   |  | (206) 257-6011                                      |
|  |  | ***************************************             |
|  |  | Office, if any, Cell No.                            |
| - In Fredak  | Danielle Franco-Malone, Attorney   |   |
| (signature of representative or person making charge)  | (Print/type name and title or office, if any)  | Fax No.   |
| Barnard Iglitzin & Lavitt LLP  |  | (206) 378-4132                                      |
| 18 West Mercer St., Ste. 400   |  | e-mail  |
| Address Seattle, WA 98119 Date February 9, 2023  |  | franco@workerlaw.com                                |
| 18 West Mercer St., Ste. 400   | Date February 9, 2023  |   |

## WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |            |
|----------------------------|------------|
| Case                       | Date Filed |
| 19-CA-312031               | 2/10/2023  |

| INSTRUCTIONS:<br>File an original with NLRB Regional Director for the region in   | which the alleged unfair labor practice occurred or is occ      | surring.                                       |
|---|---|--|
|   | OYER AGAINST WHOM CHARGE IS BROUGHT                             |  |
| a. Name of Employer   |   | b. Tel. No.<br>(360) 706-6656                  |
| MultiCare - Capital Medical Center  |   | c. Cell No.                                    |
|   |   | f, Fax. No.                                    |
| d. Address (Street, city, state, and ZIP code)                                    | e. Employer Representative                                      |  |
| 3900 Capital Mall Dr. SW<br>Olympia, WA 98502                                     | (b) (6), (b) (7)(C)   | g. e-mail<br>(b) (6), (b) (7)(C)@multicare.org |
|   |   | h. Number of workers employed<br>2,059         |
| i. Type of Establishment (factory, mine, wholesaler, etc.) healthcare             | j. Identify principal product or service<br>healthcare          |  |
| The above-named employer has engaged in and is engaged                            | ging in unfair labor practices within the meaning of sec        | ction 8(a), subsections (1) and                |
| (list subsections) 1  | of the National Lab   | or Relations Act, and these unfair labor       |
| practices are practices affecting commerce within the me                          | aning of the Act, or these unfair labor practices are pro-      | actices affecting commerce within the          |
| meaning of the Act and the Postal Reorganization Act.                             |   | - W W  |
| 2. Basis of the Charge (set forth a clear and concise state                       | ement of the facis constituting the alleged unfair labor        | practices)                                     |
| Within the previous six-months, the Employer has                                  | interfered with, restrained, and coerced its emp                | loyces in the exercise of rights               |
| protected by Section 7 of the Act by interrogating                                | employees about their union activities. Manage                  | ment(b) (6), (b) (7)(C)                        |
| (b) (6), (b) (7)(A), (b) (7)(C)<br>(b) (6), (b) (7)(A), (b) (7)(C)                | The Employer has als  | o retaliated against (b) (6), (b) (7)(C) by    |
| removing certain duties and assigning more ar                                     | duous tasks, because engaged in protected of                    | concerted and/or union activities,             |
| including contacting the Union regarding being pa                                 | ssed up for position.   |  |
| 2 Eulianes of early filling shares (Minhay association as                         | the full power legislation local game and sumbork               |  |
| 3. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C) | ive to i name, including local name and number)                 |  |
| 4a. Address (Street and number, city, state, and ZIP code                         | e)  | 4b Tel No                                      |
|   | 7   | (b) (6), (b) (7)(C)                            |
| (b) (6), (b) (7)(C)   |   | 4c. Cell No.                                   |
|   |   | 4d. Fax No.                                    |
|   |   |  |
|   |   | 4e. e-mail<br>(b) (6), (b) (7)(C)              |
| 5. Full name of national or international labor organization                      | n of which it is an affiliate or constituent unit (to be filled |  |
|   |   |  |
| 6. DECLARATION  |   | (b) (6), (b) (7)(C)                            |
|   | ove charge and that the statements my knowledge and belief.     |  |
|   | (b) (6), (b) (7)(C)   | Office, if any, Cell No.                       |
| en making energe) (Printhype name and little or office, if earl)                  |   | Fax No.  |
| (b) (6), (b) (7)(C)  Address  Date 10 FEB 23                                      |   | (b) (6), (b) (7)(C)                            |
|   |   | (5) (5), (5) (1)(5)                            |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |                      |  |
|----------------------------|----------------------|--|
| Case<br>19-CA-312197       | Date Filed 2/14/2023 |  |

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

|  | which the aneged unfair labor practice occurred or isoccurrin        | 9.   |
|--|--|--|
| 1. EMPL  | OYER AGAINST WHOM CHARGE IS BROUGHT                                  |  |
| a. Name of Employer  |  | b. Tel. No.                                  |
| Riverside Performing Arts                                      |  | (503) 694-8662                               |
| Tarologo Follonning / tao                                      |  |  |
|  |  | c. Cell No.                                  |
|  |  |  |
|  |  | f. Fax. No.                                  |
|  |  | I. Fax. NO.                                  |
| d. Address (Street, city, state, and ZIP code)                 | e. Employer Representative   | 1  |
| 1307 NE 78th St  |  | g. e-mail                                    |
|  | (b) (6), (b) (7)(C)  | -  |
|  |  | (b) (6). (b) @riversidepa.com                |
| WA Vancouver 98665   |  | h Novebereforeders                           |
| The validation could   |  | h. Number of workers employed                |
|  |  | 13   |
| i. Type of Establishment (factory, mine, wholesaler, etc.)     | i. Identify principal product or service                             |  |
| Others   | Preschool and Dance classes  |  |
|  |  |  |
| The above-named employer has engaged in and is enga            | ging in unfair labor practices within the meaning of section 8       | 3(a), subsections (1) and                    |
| (list subsections) 1   | of the National Labor Re   | elations Act, and these unfair labor         |
| •  |  | ·  |
|  | aning of the Act, or these unfair labor practices are practic        | as affecting confinerce within the           |
| meaning of the Act and the Postal Reorganization Act.          |  |  |
| 2. Basis of the Charge (set forth a clear and concise state    | ement of the facts constituting the alleged unfair labor prac        | tices)                                       |
| 5 (  | ,  | ,  |
|  |  |  |
| See additional page  |  |  |
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|  |  |  |
|  |  |  |
|  |  |  |
| (b) (6), (b) (7)(C) ty filing charge (if labor organization, g | give full name, including local name and number)                     |  |
| (b)(b),(b)(f)(b)   |  |  |
| 4a. Address (Street and number, city, state, and ZIP cod       |  | 4b. Tel. No.                                 |
| 4a. Addiess (Stieet and number, City, State, and Zir Cod       | <del>c</del> )   |  |
|  |  | (b) (6), (b) (7)(C)                          |
|  |  | 4c. Cell No.                                 |
| (b) (6), (b) (7)(C)  |  | (b) (6), (b) (7)(C)                          |
|  |  |  |
|  |  | 4d. Fax No.                                  |
|  |  |  |
|  |  | 4e. e-mail                                   |
|  |  |  |
|  |  | (b) (6), (b) (7)(C)                          |
| 5. Full name of national or international labor organizatio    | n of which it is an affiliate or constituent unit (to be filled in w | hen charge is filed by a labor organization) |
|  |  |  |
|  |  |  |
| 6 DECL   | ARATION  | Tel. No.                                     |
|  | ove charge and that the statements                                   | (b) (6), (b) (7)(C)                          |
|  | ny knowledge and belief.   | (8) (3), (3) (1)(3)                          |
|  | ny mio mougo una ponoi.  | Office, if any, Cell No.                     |
| (b) (6), (b) (7)(C)  | (b) (6), (b) (7)(C)  | (b) (6), (b) (7)(C)                          |
|  |  |  |
| (signature of representative or person making charge)          | (Print/type name and title or office, if any)                        | Fax No.                                      |
| (b) (6) (b) (7)(C)   |  |  |
| (b) (6), (b) (7)(C)  |  | e-mail                                       |
| Address  | Date 02/14/2023 04:45:21 PM  |  |
|  |  | (b) (6), (b) (7)(C)                          |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

#### 8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to

discourage employees from engaging in protected concerted activities.

| Name of employee disciplined/retaliated against | Type of discipline/retaliation                 | Approximate date of discipline/retaliation |
|---|--|--|
| (b) (6), (b) (7)(C)                             | Instructed not to come in on scheduled shifts  | <sup>©(©,©)7</sup> /2023                   |
| (b) (6), (b) (7)(C)                             | Locked out of email, paystubs, timecard system | <sup>© © © </sup> /2023                    |

#### 8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees

from engaging in protected concerted activities.

| Name of employee disciplined/retaliated against | Type of discipline/retaliation                     | Approximate date of discipline/retaliation |
|---|--|--|
| (b) (6), (b) (7)(C)                             | Was shouted at, humiliated in an all staff meeting | 10761 1070 <sup>7</sup> /2023              |
| (b) (6), (b) (7)(C)                             | Threats that implied imminent cuts to pay          | <sup>®(©,©)(7</sup> /2023                  |

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |            |  |
|----------------------------|------------|--|
| Case                       | Date Filed |  |
| 19-CA-312199               | 2/14/2023  |  |

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

|  | OYER AGAINST WHOM CHARGE IS BROUGHT                                  | '8·  |
|--|--|--|
|  | OTENAGATION WITH WITH ARGE TO BROUGHT                                | L. T.I.N.                                    |
| a. Name of Employer  |  | b. Tel. No.                                  |
| Riverside Performing Arts  |  | (360) 694-8662                               |
|  |  | c. Cell No.                                  |
|  |  | (503) 737-9968                               |
|  |  | ` ′  |
|  |  | f. Fax. No.                                  |
| d. Address (Street, city, state, and ZIP code)                                   | e. Employer Representative   |  |
| 1307 NE 78th St suite 9  | (b) (6), (b) (7)(C)  | g. e-mail                                    |
|  | (-) (-) (-) (-)  |  |
|  |  | <sup>(b) (6), (b)</sup> @riversidepa.com     |
| WA Vancouver 98665   |  | h. Number of workers employed                |
|  |  | 13   |
|  | i lalandifi mainaina lamadonta annonira                              |  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)                       |  |  |
| Others   | Preschool and Dance Classes  |  |
| The above-named employer has engaged in and is enga                              | ging in unfair labor practices within the meaning of section 8       | B(a), subsections (1) and                    |
| (list subsections) 1   | of the National Labor R  | elations Act, and these unfair labor         |
|  | aning of the Act, or these unfair labor practices are practic        | · ·  |
|  | arming of the Act, of the 30 arman labor practices are practic       | os unocung commerce within the               |
| meaning of the Act and the Postal Reorganization Act.                            |  |  |
| 2. Basis of the Charge (set forth a clear and concise state                      | ement of the facts constituting the alleged unfair labor prac        | etices)                                      |
|  |  |  |
| Coo additional page  |  |  |
| See additional page  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| 3. Full name of party filing charge (if labor organization, g(b) (6), (b) (7)(C) | give full name, including local name and number)                     |  |
| (D)(O), (D)(T)(C)  |  |  |
| 4a. Address (Street and number, city, state, and ZIP cod                         | e)   | 4b. Tel. No.                                 |
| ,,,,,,   | -,   | (b) (6), (b) (7)(C)                          |
|  |  |  |
| (b) (6), (b) (7)(C)  |  | 4c. Cell No.                                 |
| (-) (-) (-) (-)  |  | (b) (6), (b) (7)(C)                          |
|  |  | 4d. Fax No.                                  |
|  |  |  |
|  |  | 4e. e-mail                                   |
|  |  |  |
|  |  | (b) (6), (b) (7)(C)                          |
| 5. Full name of national or international labor organization                     | n of which it is an affiliate or constituent unit (to be filled in w | hen charge is filed by a labor organization) |
|  |  |  |
|  |  |  |
|  | ARATION  | Tel. No.                                     |
|  | ove charge and that the statements                                   | (b) (6), (b) (7)(C)                          |
| (b) (6) (b) (7)(C) are true to the best of n                                     | ny knowledge and belief.   | Office if any Call No                        |
| (b) (6), (b) (7)(C)  | (b) (6), (b) (7)(C)  | Office, if any, Cell No.                     |
|  | (b) (b), (b) (1)(C)  | (b) (6), (b) (7)(C)                          |
| (signature of representative or person making charge)                            | (Print/type name and title or office, if any)                        | Fax No.                                      |
|  |  |  |
| (b) (6), (b) (7)(C)  |  |  |
|  |  | e_mail                                       |
| Address  | Date 02/14/2023 06:42:05 PM  | e-mail<br>(b) (6), (b) (7)(C)                |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

#### 8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

| Name of employee discharged | Approximate date of discharge |
|-----------------------------|-------------------------------|
| (b) (6), (b) (7)(C)         | <sup>ത്രത്ര</sup> /2023       |

#### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by engaging in surveillance or creating impression of surveillance of employees' union activities.

| Name of Employer's Agent/Representative who made the statement | Approximate date             |
|--|------------------------------|
| (b) (6), (b) (7)(C)  | <sup>®)(®,(®)(7)</sup> /2023 |

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |           |
|----------------------------|--------------|-----------|
| Case                       | 19-CA-312238 | 2/14/2023 |

INSTRUCTIONS:

| 1. EMPL   | OYER AGAINST WHOM CHARGE IS BROUGHT   |  |
|---|---|--|
| a. Name of Employer Space X [Space Explorations]  |   | b. Tel. No.<br>(310) 363-6000  |
|   |   | c. Cell No.  |
|   |   | f. Fax. No.  |
| d. Address (Street, city, state, and ZIP code)<br>22908 NE Alder Crest Dr, Redmond, WA 98053  | e. Employer Representative  | g. e-mail  |
|   |   | h. Number of workers employed<br>500   |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Manufacturing   | j. Identify principal product or service<br>Starlink Sattellite   |  |
| The above-named employer has engaged in and is engage<br>(list subsections)<br>practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  | of the National Lab   | or Relations Act, and these unfair labor   |
| 2. Basis of the Charge (set forth a clear and concise state<br>(b) (6), (b) (7)(A), (b) (7)(C)<br>(b) (6), (b) (7)(A), (b) (7)(C)   | iment of the facts constituting the alleged unfair labor<br>received a to   | ext message from (b) (6), (b) (7)  |
|   |   |  |
| events of last week at Space X Redmond, WA (b) (b) (6), (b) (7)(A), (b) (7)(C)  |   | When I had arrived to the room, my<br>that I was terminated  |
| events of last week at Space X Redmond, WA (b)  |   |  |
| events of last week at Space X Redmond, WA (b) (b) (6), (b) (7)(A), (b) (7)(C) on (b) (6), (b) (7)(C) 2023 with a vague, (b) (b) (6), (b) (7)(A), (b) (7)(C)  3. Full name of party filing charge <i>lif labor organization</i> , g   | (6), (b) (7)(A), (b) (7)(C) statement for   | that I was terminated  |
| events of last week at Space X Redmond, WA (b) (b) (6), (b) (7)(A), (b) (7)(C) on (b) (6), (b) (7)(C) 2023 with a vague, (b) (b) (6), (b) (7)(A), (b) (7)(C)  3. Full name of party filing charge <i>lif labor organization</i> , g   | (6), (b) (7)(A), (b) (7)(C) statement for sive full name, including local name and number)  | that I was terminated  |
| events of last week at Space X Redmond, WA (b) (b) (6), (b) (7)(A), (b) (7)(C) on (b) (6), (b) (7)(C) 2023 with a vague, (b) (b) (6), (b) (7)(A), (b) (7)(C)  3. Full name of party filing charge (if labor organization, g) (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZiP code   | (6), (b) (7)(A), (b) (7)(C) statement for sive full name, including local name and number)  | that I was terminated the cause of Termination. (b) (6), (b) (7)(A), (b) (7)(C)  |
| events of last week at Space X Redmond, WA (b) (b) (6), (b) (7)(A), (b) (7)(C) on (b) (6), (b) (7)(C) 2023 with a vague, (b) (b) (6), (b) (7)(A), (b) (7)(C)  3. Full name of party filing charge (if labor organization, g) (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZiP code   | (6), (b) (7)(A), (b) (7)(C) statement for sive full name, including local name and number)  | that I was terminated the cause of Termination. (b) (6), (b) (7)(A), (b) (7)(C)  4b. Tel. No. (b) (6), (b) (7)(C)  |
| events of last week at Space X Redmond, WA (b) (b) (6), (b) (7)(A), (b) (7)(C) on (b) (6), (b) (7)(C) 2023 with a vague, (b) (b) (6), (b) (7)(A), (b) (7)(C)  3. Full name of party filing charge lif labor organization, g (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZiP code  | (6), (b) (7)(A), (b) (7)(C) statement for sive full name, including local name and number)  | that I was terminated the cause of Termination.  (b) (6), (b) (7)(A), (b) (7)(C)  4b. Tel. No. (b) (6), (b) (7)(C)  4c. Cell No.   |
| events of last week at Space X Redmond, WA (b) (b) (6), (b) (7)(A), (b) (7)(C) on (b) (6), (b) (7)(C) 2023 with a vague, (b) (b) (6), (b) (7)(A), (b) (7)(C)  3. Full name of party filing charge lif labor organization, g (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZiP code  | (6), (b) (7)(A), (b) (7)(C) ,statement for sive full name, including local name and number)   | that I was terminated the cause of Termination.  (b) (6), (b) (7)(A), (b) (7)(C)  4b. Tel. No. (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  |
| events of last week at Space X Redmond, WA (b) (b) (6), (b) (7)(A), (b) (7)(C) on (b) (6), (b) (7)(C) 2023 with a vague, (b) (b) (6), (b) (7)(A), (b) (7)(C)  3. Full name of party filling charge (if labor organization, g) (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C)  5. Full name of national or international labor organization (c) declare that I have read the abo                           | (6), (b) (7)(A), (b) (7)(C) ,statement for sive full name, including local name and number)  of which it is an affiliate or constituent unit (to be filled ARATION we charge and that the statements                              | that I was terminated the cause of Termination.  (b) (6), (b) (7)(A), (b) (7)(C)  4b. Tel. No. (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  |
| events of last week at Space X Redmond, WA (b) (b) (6), (b) (7)(A), (b) (7)(C) on (b) (6), (b) (7)(C) 2023 with a vague, (b) (b) (6), (b) (7)(A), (b) (7)(C)  3. Full name of party filling charge (if labor organization, g) (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C)  5. Full name of national or international labor organization (c) declare that I have read the abo                           | (6), (b) (7)(A), (b) (7)(C) statement for sive full name, including local name and number)  | that I was terminated the cause of Termination.  (b) (6), (b) (7)(A), (c) (A), (c |
| events of last week at Space X Redmond, WA (b) (b) (6), (b) (7)(A), (b) (7)(C) on (b) (6), (b) (7)(C) 2023 with a vague, (b) (b) (6), (b) (7)(A), (b) (7)(C)  3. Full name of party filling charge (if labor organization, g) (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C)  5. Full name of national or international labor organization (c) declare that I have read the aborate true to the best of m | (6), (b) (7)(A), (b) (7)(C) ,statement for sive full name, including local name and number).  In of which it is an affiliate or constituent unit (to be filled ARATION we charge and that the statements my knowledge and belief. | that I was terminated the cause of Termination.  4b. Tel. No. (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail  d in when charge is filed by a labor organization)  Tel. No. (b) (6), (b) (7)(C)   |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |                      |
|----------------------------|--------------|----------------------|
| Case                       | 19-CA-312295 | Date Filed 2/15/2023 |

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| File an original with NLRB Regional Director for the region in | OYER AGAINST WHOM CHARGE IS BROUGHT                                | ing.  |
|--|--|---|
| a. Name of Employer  | OTERAGAINST WHOM CHARGE IS BROOGHT                                 | b. Tel. No.                                   |
| Design 10301 LLC   |  |   |
| Design 10301 LEC   |  | (b) (6), (b) (7)(C)                           |
|  |  | c. Cell No.                                   |
|  |  |   |
|  |  | f. Fax. No.                                   |
| d. Address (Street, city, state, and ZIP code)                 | e. Employer Representative   |   |
| 3913 Airport Way S   | (b) (6), (b) (7)(C)  | g. e-mail                                     |
|  |  | (1) (2) (1) (7)(2)                            |
| WA Seattle 98108   |  | (b) (6), (b) (7)(C)                           |
| WA Seattle 90 100  |  | h. Number of workers employed                 |
|  |  | 6   |
| i. Type of Establishment (factory, mine, wholesaler, etc.)     | j. Identify principal product or service                           |   |
| Retail (Apparel)   |  |   |
| The above-named employer has engaged in and is engaged         | ging in unfair labor practices within the meaning of section       | n8(a), subsections (1) and                    |
| (list subsections) 1   | of the National Labor  | Relations Act, and these unfair labor         |
| practices are practices affecting commerce within the me       | aning of the Act, or these unfair labor practices are pract        | ices affecting commerce within the            |
| meaning of the Act and the Postal Reorganization Act.          |  |   |
| 2. Basis of the Charge (set forth a clear and concise state    | ement of the facts constituting the alleged unfair labor pra       | actices)                                      |
| J. (   | ,  | ,   |
| 0 1177   |  |   |
| See additional page  |  |   |
|  |  |   |
|  |  |   |
|  |  |   |
|  |  |   |
| g charge (if labor organization, g                             | give full name, including local name and number)                   |   |
| (b) (6), (b) (7)(C)  |  |   |
| 4a. Address (Street and number, city, state, and ZIP cod       | e)   | 4b. Tel. No.                                  |
| ,,   | -,   | (b) (6), (b) (7)(C)                           |
|  |  | 4c. Cell No.                                  |
| (b) (6), (b) (7)(C)  |  | TC. CON NO.                                   |
|  |  | Ad CauNa                                      |
|  |  | 4d. Fax No.                                   |
|  |  |   |
|  |  | 4e. e-mail                                    |
|  |  | (b) (6), (b) (7)(C)                           |
| 5. Full name of national or international labor organizatio    | n of which it is an affiliate or constituent unit (to be filled in | when charge is filed by a labor organization) |
|  |  |   |
| 0.050  | ADATION  |   |
|  | ARATION<br>ove charge and that the statements                      | Tel. No. (b) (6), (b) (7)(C)                  |
| are true to the hest of n                                      | ny knowledge and belief.   |   |
| (b) (6), (b) (7)(C)  |  | Office, if any, Cell No.                      |
|  | (b) (6), (b) (7)(C)  |   |
| (signature of representative or person making charge)          | (Print/type name and title or office, if any)                      | Fax No.                                       |
|  | , ,,,,,,   |   |
| (b) (6), (b) (7)(C)  |  | e-mail  |
| Address  | Date 02/15/2023 12:17:53 PM  | (b) (6), (b) (7)(C)                           |
|  |  |   |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

#### 8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

| Name of employee discharged | Approximate date of discharge |
|-----------------------------|-------------------------------|
| (b) (6), (b) (7)(C)         | <sup>ଭାରେ ଭାଟ</sup> /2023     |

FORM NLRB-501 (2-18)

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |            |
|----------------------------|--------------|------------|
| Case                       |              | Date Filed |
|                            | 19-CA-312305 | 2/15/2023  |

#### INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in  1. EMPL  | OYER AGAINST WHOM CHARGE IS BROUGHT                             | <u> </u>                                    |
|--|---|---|
| a. Name of Employer<br>Starbucks Corporation   |   | b. Tel. No.                                 |
| ·  |   | c. Cell No.                                 |
|  |   | f. Fax. No.                                 |
| d. Address (Street, city, state, and ZIP code)   | e. Employer Representative                                      |   |
| 2401 Utah Ave S,<br>Seattle, WA 98134  | Howard Schultz  | g. e-mail<br>hschultz@starbucks.com         |
| Seattle, WA 90194  |   |   |
|  |   | h. Number of workers employed 160,000       |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Coffee Shop  | j. Identify principal product or service<br>Food and Beverage   |   |
| The above-named employer has engaged in and is engaged in an and is engaged in an and is engaged in an | ractices are practices affecting commerce within the            | e meaning of the Act, or these unfair labor |
| Please see attached  3. Full name of party filing charge (if labor organization, g   | ive full name, including local name and number)                 |   |
| Workers United   |   |   |
| 4a. Address (Street and number, city, state, and ZIP code 22 South 22nd St   | e)  | 4b. Tel. No.<br>(646) 448-6414              |
| Philadelphia, PA 19103   |   | 4c. Cell No.                                |
|  |   | 4d. Fax No.<br>(215) 575-9065               |
|  |   | 4e. e-mail<br>rminter@pjbwu.org             |
| Full name of national or international labor organization     Service Employees International Union  | n of which it is an affiliate or constituent unit (to be filled | <u> </u>                                    |
| I declare that I have read the abo   | ARATION ve charge and that the statements                       | Tel. No.<br>(206) 257-6012                  |
| Halid Sulv   | ny knowledge and belief.  Gabe Frumkin, Attorney                | Office, if any, Cell No.                    |
| (signature of representative or person making charge)  | (Print/type name and title or office, if any)                   | Fax No. 206-378-4132                        |
| Barnard Iglitzin & Lavitt LLP  |   |   |
| 18 West Mercer St., Ste. 400<br>Address Seattle, WA 98119  | Date 02/15/2023   | e-mail                                      |
|  |   | — Frumkin@workerlaw.com                     |

## WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Within the last six months, and specifically since at least October 28, 2022, Starbucks has distributed nationwide communications that can easily be viewed by hourly employees that contain promises of benefits for non-unionized employees and threats to withhold those benefits from unionized and unionizing employees. Specifically, the Employer's "Period Planning Guide" introduces new training for in-store credit card tipping. This program is "not applicable to hourly partners in stores where there is union representation or organizing activity on or before 5/3."

Additionally, on approximately December 30, 2022, Starbucks published a website that made new promises regarding a previously-announced partner app.

Because these are nationwide violations, the Union requests a nationwide remedy.

page 1

FORM NLRB-601 (3-21)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

|      | DO NOT WRITE IN TH | HIS SPACE |  |
|------|--------------------|-----------|--|
| Case | 19-CA-312324       | 2/14/2023 |  |

| NSTRUCTIONS:  |  |  |
|---|--|--|
| File an original with NLRS Regional Director for the region in a<br>1. EMPL   | which the alleged unfair labor practice occurred or id occ<br>OYER AGAINST WHOM CHARGE IS BROUGHT                                | curring.   |
| e. Name of Employer United States Postal Service  |  | b. Tel. No.<br>(b) (6), (b) (7)(C)<br>c. Cell No.                  |
|   |  | f. Fax. No. (b) (6), (b) (7)(C)                                    |
| d. Address (Street, city, state, and ZIP code) 34301 9th Avc. S Federal Way, WA 98003 RM 232A, 2nd Floor  | e. Employer Representative<br>(b) (6), (b) (7)(C)  | g. e-mail  |
|   |  | h. Number of workers employed<br>110+                              |
| I. Type of Establishment (factory, mine, wholesaler, etc.) mailing delivery, processing and distribution  | J. identity principal product or service<br>US mail, parcels   |  |
| The above-named employer has engaged in and is engage (list subsections)—8 s. (1) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.   | of the National liab   | or Relations Act, and these unfair labor                           |
| The agency is bargaining in bad faith regarding a u 12/12/2022 through 2/6/2023 and (b) (6), (b) (7) (decision dated [0.6] /2023.  The agency has failed to cooperate in good faith to 3. Full name of party filing charge (Il labor organization, gl | denying the grievance as being discuss this with effort to resolve this issue at the full name, including local name and number) | g untimely on <sup>(1)(6)</sup> written <sup>(1)(6), (0)(7)(</sup> |
| Greater Seattle Area Local American Postal Works  |  | [ as +0.00   |
| 4a. Address (Street and number, city, state, and ZIP code, P.O. Box 48148   | 9  | 4b. Tel. No.<br>206-241-6038                                       |
| Burien, WA 98148  |  | 4c, Cell No.   |
|   |  | 4d. Fax No.<br>206-241-7939  |
|   |  | 4e. e-mail   |
| 5. Full name of national or international labor organization<br>American Postal Workers Union   | of which it is an affiliate or constituent unit (to be it  | d in when charge is filed by a labor organization)                 |
| 6. DECLARATION I deglare that I have read the above charge and that the statements  |  | Tel. No.<br>206-241-6038   |
| Tunne ( Jimas rue to the best colon   | my knowledge and bellef, Myrna C. Umali, President   | Office, if any, Cell No. (b) (6), (b) (7)(C)                       |
| (signaluje of representative or person making charge)   | (Print/type name and title or office, if any)  | Fex No.<br>206-241-7939  |
| PO Box 48148 Burien, WA 9+8148  Address   |  | e-mail<br>(b) (6), (b) (7)(C)                                      |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |                      |
|----------------------------|--------------|----------------------|
| Case                       | 19-CA-312404 | Date Filed 2/16/2023 |

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

|   | OYER AGAINST WHOM CHARGE IS BROUGHT  | a.   |
|---|--|--|
| a. Name of Employer   | The state of the s | b. Tel. No.                                  |
| a. Name of Employer  MultiCare  |  | (b) (6), (b) (7)(C)                          |
| Mulucale  |  |  |
|   |  | c. Cell No.                                  |
|   |  |  |
|   |  | f. Fax. No.                                  |
| d Address (Otrest situates and 710 and 1                              | e. Employer Representative   | -  |
| d. Address (Street, city, state, and ZIP code)<br>800 West 5th Avenue |  | g. e-mail                                    |
| ood west sui Avenue   | (b) (6), (b) (7)(C)  | g. o maii                                    |
|   |  | (b) (6), (b) (7)(C) @multicare.org           |
| WA Spokane 99207  |  | h. Number of workers employed                |
|   |  | 500  |
|   | :  | 300  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)            |  |  |
| Healthcare  | Hospital   |  |
| The above-named employer has engaged in and is engaged                | ging in unfair labor practices within the meaning of section $\S$  | B(a), subsections (1) and                    |
| (list subsections) 1,5  | of the National Labor R  | elations Act, and these unfair labor         |
| practices are practices affecting commerce within the me              | aning of the Act, or these unfair labor practices are practic  | es affecting commerce within the             |
| meaning of the Act and the Postal Reorganization Act.                 |  |  |
|   | ement of the facts constituting the alleged unfair labor prac  | tices)                                       |
| 2. Duois or the orial go (correction a discar and consists state      | sment of the facto constituting the anegea amain table, prae   |  |
|   |  |  |
| See additional page   |  |  |
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|   |  |  |
|   |  |  |
| (b) (6), (b) (7)(C) filing charge (if labor organization, g           | give full name, including local name and number)   |  |
| (-) (-), (-) (-)  |  |  |
| 4a. Address (Street and number, city, state, and ZIP cod              | e)   | 4b. Tel. No.                                 |
|   |  | (b) (6), (b) (7)(C)                          |
|   |  | 4c. Cell No.                                 |
| (b) (6), (b) (7)(C)   |  |  |
|   |  | 4d. Fax No.                                  |
|   |  | 40. Fax No.                                  |
|   |  |  |
|   |  | 4e. e-mail                                   |
|   |  | (b) (6), (b) (7)(C)                          |
| 5. Full name of national or international labor organizatio           | n of which it is an affiliate or constituent unit (to be filled in w   | hen charge is filed by a labor organization) |
|   |  |  |
|   |  |  |
|   | ARATION  | Tel. No.                                     |
|   | ove charge and that the statements   | (b) (6), (b) (7)(C)                          |
| are true to the best of n<br>(b) (6), (b) (7)(C)                      | ny knowledge and belief.   | Office, if any, Cell No.                     |
| (a) (b) (b) (b) (c)   | (b) (6), (b) (7)(C)  | 560, ii diij, 00ii 110.                      |
|   |  | Faulti                                       |
| (signature of representative or person making charge)                 | (Print/type name and title or office, if any)  | Fax No.                                      |
| (b) (6), (b) (7)(C)   |  |  |
|   | Date 02/16/2023 10:00:06 AM  | e-mail                                       |
| Address   | Date as talsass to an am   | (b) (6), (b) (7)(C)                          |
|   |  |  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying an employee's request for union representation during an disciplinary investigation.

Approximate date representation was denied

<sup>(b) (6), (b) (7</sup>/2023

#### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

| List Changes                                    | Approximate date of change |
|---|----------------------------|
| Failure to change status of trainee to employee | 12/13/2022                 |

Page 2 of 3

FORM NLRB-501 (2-18)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |            |  |
|----------------------------|------------|--|
| Case                       | Date Filed |  |
| 19-CA-312404               | 4/27/2023  |  |

AMENDED

|   | OYER AGAINST WHOM CHARGE IS BROUGHT   |   |
|---|---|---|
| a. Name of Employer MultiCare Deaconess Hospital  |   | b. Tel. No.<br>(b) (6), (b) (7)(C)  |
| Walicato Deaboness Hospital   | c. Cell No.   |   |
|   |   | f. Fax. No.   |
| d. Address (Street, city, state, and ZIP code)  | e. Employer Representative  | g. e-mail   |
| 800 West 5th Ave.<br>Spokane, WA 99207  | (b) (6), (b) (7)(C)   | (b) (6), (b) (7)(C)@ multicare.org  |
|   |   | h. Number of workers employed 500.00000000  |
| . Type of Establishment (factory, mine, wholesaler, etc.) Accute Care Hospital                                | j. Identify principal product or service<br>Healthcare  |   |
| The above-named employer has engaged in and is engaged  | ging in unfair labor practices within the meaning of se   | ection 8(a), subsections (1) and  |
| (list subsections) (5)  | of the National Lal   | bor Relations Act, and thest unfair labor   |
| practices are practices affecting commerce within the meaning the Act and the Postal Reorganization Act.      | aning of the Act, or these unfair labor practices affect  | ling commerce within the meaning of   |
| 3. Full name of party filing charge (if labor organization, gr. (b) (6), (b) (7)(C)                           | ive full name, including local name and number)   |   |
| a. Address (Street and number, city, state, and ZIP code  | ,   |   |
|   | 9)  | 4b. Tel. No.  |
| b) (b), (b) (7)(C)  | )<br>-  | 4b. Tel. No.<br>(b) (6), (b) (7)(C)   |
| b) (0), (b) (7)(C)  | y.  |   |
| b) (0), (b) (7)(C)  |   | (b) (6), (b) (7)(C)   |
| (b) (6), (b) (7)(C)   |   | (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail   |
| is. Full name of national or international labor organization   |   | (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  |
| . Full name of national or international labor organization<br>6. DECL/                                       | of which it is an aff liate or constituent unit (to be fille  | (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  d in when charge is filed by a labor organization  Tel. No.                       |
| . Full name of national or international labor organization<br>6. DECL/<br>I declare that I have read the abo | of which it is an aff liate or constituent unit <i>(to be fille</i> ARATION  ve charge and that the statements                          | (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  d in when charge is filed by a labor organization  Tel. No. (b) (6), (b) (7)(C) |
| . Full name of national or international labor organization 6. DECL/ I declare that I have read the abo       | of which it is an aff liate or constituent unit (to be fille  | (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  d in when charge is filed by a labor organization  Tel. No.                       |
| . Full name of national or international labor organization 6. DECL/ I declare that I have read the abo       | of which it is an aff liate or constituent unit <i>(to be fille</i> ARATION  we charge and that the statements by knowledge and belief. | (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  d in when charge is filed by a labor organization  Tel. No. (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Address

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE   |                      |  |
|------------------------------|----------------------|--|
| <sup>Case</sup> 19-CA-312407 | Date Filed 2-16-2023 |  |

aaron@mcguinnessstreepy.com

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. (209) 401-5450 Have a Heart CC c. Cell No. f. Fax. No. d. Address (Street, city, state, and ZIP code) e. Employer Representative g. e-mail 15029 Bothell Way NE, STE 420, Lake Forest Park, WA 98155-7600 @cannabisstorey.com h. Number of workers employed i. Identify principal product or service Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Dispensaries Cannabis Products The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor (list subsections) subsections (1) and (5) practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Attachment "A" 3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers, Local 3000 4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. 23040 Pacific Hwy S, Des Moines WA, 98198 (253)528-0277 4c. Cell No. 4d. Fax No. 4e e-mail aaron@mcguinnessstreepy.com 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Unitied Food and Commercial Workers International Union, AFL-CIO Tel. No. 6. DECLARATION I declare that I have read the above charge and that the statements (253)528-0277 are true to the best of my knowledge and belief. Office, if any, Cell No. Aaron Streepy (signature of representative or person making charge) (Print/type name and title or office, if any) Fax No. 4218 227th Ave Court E. Buckley WA 98321 2 16 23 e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Date

#### Attachment "A"

- 8(a)1: Within the last 6 months and continuing, the above-named employer has retaliated against the union for exercising its right to investigate violations of its collective bargaining agreement and violations of the Act, by denying union representatives access to bargaining unit members, in violation of the Act.
- 8(a)1: Within the last 6 months, the above-named employer has threatened arrest of union agents for exercising the union's right to investigate violations of its collective bargaining agreement and violations of the Act, in violation of the Act.
- 8(a)5: Within the last six months and continuing, the above-named employer has refused to furnish information requested by the union necessary to investigate and enforce provisions of its collective bargaining agreement, in violation of the Act.

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |                      |  |
|----------------------------|--------------|----------------------|--|
| Case                       | 19-CA-312408 | Date Filed 2/16/2023 |  |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in<br>1. EMPI  | LOYER AGAINST WHOM CHARGE IS BROUGHT   |  |
|--|--|--|
| a. Name of Employer  |  | b. Tel. No.  |
| Townsend Controls and Electric LLC   |  | 509-545-1600   |
|  |  | c. Cell No.<br>(b) (6), (b) (7)(C)   |
|  |  | f. Fax. No.  |
| d. Address (Street, city, state, and ZIP code)   | e. Employer Representative   |  |
| Townsend Controls and Electric LLC (b) (6), (b) (7)(C) 2040 N. Commercial Ave  |  | g. e-mail<br>@townsendcontrols.com   |
| Pasco, WA 99301  |  | h. Number of workers employed  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Electrical Contractor  | j. Identify principal product or service<br>Electrical   |  |
| (list subsections) (5) practices are practices affecting commerce within the me  | ging in unfair labor practices within the meaning of section<br>of the National Labor R<br>eaning of the Act, or these unfair labor practices are practic  | elations Act, and these unfair labor   |
| meaning of the Act and the Postal Reorganization Act.  | ement of the facts constituting the alleged unfair labor prac  |  |
| the Employer about the requested information. No   | o information was provided. On or about January 2  | 7, 2023, counsel for the Union sent  |
| to the grievances. The Employer did not provide the Employer about the requested information. Not the Employer a letter explaining the Employer's d 2023, the Union sent the Employer another letter redeadline of February 15, 2023. To date, no inform 3. Full name of party filing charge (if labor organization, g   | o information was provided. On or about January 2 to provide information related to pending grieva requesting information related to the (b) (6), (b) (7) nation has been provided in response to any of the University full name, including local name and number)  | 7, 2023, counsel for the Union sent ances. On or about February 7,  (C) grievances. The Union set a  |
| to the grievances. The Employer did not provide the Employer about the requested information. Not the Employer a letter explaining the Employer's d 2023, the Union sent the Employer another letter redeadline of February 15, 2023. To date, no inform 3. Full name of party filing charge (if labor organization, g International Brotherhood of Electrical Worker)   | o information was provided. On or about January 2 tuty to provide information related to pending grieval requesting information related to the (b) (6), (b) (7) that ion has been provided in response to any of the University for the following local name and number) are Local Union 191   | 7, 2023, counsel for the Union sent ances. On or about February 7,  (C) grievances. The Union set a Juion's requests for information.  |
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| to the grievances. The Employer did not provide the Employer about the requested information. Not the Employer a letter explaining the Employer's d 2023, the Union sent the Employer another letter in deadline of February 15, 2023. To date, no inform 3. Full name of party filing charge (if labor organization, g International Brotherhood of Electrical Worke 4a. Address (Street and number, city, state, and ZIP cod IBEW Local 191 3100 164th St NE   | o information was provided. On or about January 2 tuty to provide information related to pending grieval requesting information related to the (b) (6), (b) (7) that ion has been provided in response to any of the University for the following local name and number) are Local Union 191   | 7, 2023, counsel for the Union sent ances. On or about February 7,  (C) grievances. The Union set a Juion's requests for information.  |
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| to the grievances. The Employer did not provide the Employer about the requested information. Not the Employer a letter explaining the Employer's d 2023, the Union sent the Employer another letter redeadline of February 15, 2023. To date, no inform 3. Full name of party filing charge (if labor organization, g International Brotherhood of Electrical Worked 4a. Address (Street and number, city, state, and ZIP code IBEW Local 191 3100 164th St NE Marysville, WA 98271   | to information was provided. On or about January 2 truty to provide information related to pending grieval requesting information related to the (b) (6), (b) (7) thation has been provided in response to any of the Universal Union 191  The provided in the control of the Universal Union 191  The provided in the control of the Union 191  The provided in the control of the Union 191  The provided in the control of the Union 191  The provided in the control of the Union 191  The provided in the control of the Union 191  The provided in the control of the Union 191  The provided in the control of the Union 191  The provided in the control of the Union 191  The provided in the control of the Union 191  The provided in the Control of the Union 191  The provided in the Union 191  The provided in the Union 191  The provided in the Union 191  The pr | 7, 2023, counsel for the Union sent ances. On or about February 7,  (C) grievances. The Union set a Union's requests for information.  4b. Tel. No. 425-259-3195  4c. Cell No.  4d. Fax No. 425-339-9188  4e. e-mail craig.jones@ibew191.com   |
| to the grievances. The Employer did not provide the Employer about the requested information. Not the Employer a letter explaining the Employer's deceading of February 15, 2023. To date, no inform 3. Full name of party filing charge (if labor organization, or International Brotherhood of Electrical Worker 4a. Address (Street and number, city, state, and ZIP code IBEW Local 191 3100 164th St NE Marysville, WA 98271  5. Full name of national or international labor organization. International Brotherhood of Electrical Worker 6. DECL I declare that I have read the about 19 and 19  | o information was provided. On or about January 2 tuty to provide information related to pending grieval requesting information related to the (b) (6), (b) (7) thation has been provided in response to any of the Universal full name, including local name and number) are Local Union 191  (e)  In of which it is an affiliate or constituent unit (to be filled in viscos).  ARATION ove charge and that the statements   | 7, 2023, counsel for the Union sent ances. On or about February 7,  (C) grievances. The Union set a Union's requests for information.  4b. Tel. No. 425-259-3195  4c. Cell No.  4d. Fax No. 425-339-9188  4e. e-mail craig.jones@ibew191.com   |
| to the grievances. The Employer did not provide the Employer about the requested information. Not the Employer a letter explaining the Employer's d 2023, the Union sent the Employer another letter in deadline of February 15, 2023. To date, no inform 3. Full name of party filing charge (if labor organization, g International Brotherhood of Electrical Worke 4a. Address (Street and number, city, state, and ZIP cod IBEW Local 191 3100 164th St NE Marysville, WA 98271  5. Full name of national or international labor organization International Brotherhood of Electrical Worker 6. DECL I declare that I have read the about are true to the best of respective provides the state of the set of the | o information was provided. On or about January 2 tuty to provide information related to pending grieval requesting information related to the (b) (6), (b) (7) thation has been provided in response to any of the Universal Union 191 (b) (6), (b) (7) (c) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d  | 7, 2023, counsel for the Union sent ances. On or about February 7,  (C) grievances. The Union set a Union's requests for information.  4b. Tel. No. 425-259-3195  4c. Cell No.  4d. Fax No. 425-339-9188  4e. e-mail craig.jones@ibew191.com  when charge is filed by a labor organization)  Tel. No.  |
| to the grievances. The Employer did not provide the Employer about the requested information. Not the Employer a letter explaining the Employer's decadline of February 15, 2023. To date, no inform 3. Full name of party filing charge (if labor organization, or International Brotherhood of Electrical Worked 4a. Address (Street and number, city, state, and ZIP code IBEW Local 191 3100 164th St NE Marysville, WA 98271  5. Full name of national or international labor organization. International Brotherhood of Electrical Worked 6. DECL I declare that I have read the above are true to the best of respective for the state of the  | o information was provided. On or about January 2 tuty to provide information related to pending grieval requesting information related to the (b) (6), (b) (7) thation has been provided in response to any of the Universal full name, including local name and number) are Local Union 191  (e)  In of which it is an affiliate or constituent unit (to be filled in viscos)  ARATION  Over charge and that the statements my knowledge and belief.  Kristina Detwiler, Robblee Detwiler PLLP   | 7, 2023, counsel for the Union sent ances. On or about February 7,  (C) grievances. The Union set a Union's requests for information.  4b. Tel. No. 425-259-3195  4c. Cell No.  4d. Fax No. 425-339-9188  4e. e-mail craig.jones@ibew191.com  when charge is filed by a labor organization)  Tel. No. 206-467-6700  Office, if any, Cell No. |
| to the grievances. The Employer did not provide the Employer about the requested information. Not the Employer a letter explaining the Employer's d 2023, the Union sent the Employer another letter in deadline of February 15, 2023. To date, no inform 3. Full name of party filing charge (if labor organization, g International Brotherhood of Electrical Worke 4a. Address (Street and number, city, state, and ZIP cod IBEW Local 191 3100 164th St NE Marysville, WA 98271  5. Full name of national or international labor organization International Brotherhood of Electrical Worker 6. DECL I declare that I have read the about are true to the best of respective provides the state of the set of the | o information was provided. On or about January 2 tuty to provide information related to pending grieval requesting information related to the (b) (6), (b) (7) thation has been provided in response to any of the Universal Union 191 (b) (6), (b) (7) (c) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d  | 7, 2023, counsel for the Union sent ances. On or about February 7,  (C) grievances. The Union set a Jinion's requests for information.  4b. Tel. No. 425-259-3195  4c. Cell No.  4d. Fax No. 425-339-9188  4e. e-mail craig.jones@ibew191.com  when charge is filed by a labor organization)  Tel. No. 206-467-6700                          |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |                     |  |
|----------------------------|---------------------|--|
| Case<br>19-CA-312408       | Date Filed 6/8/2023 |  |

| INSTRUCTIONS:<br>File an original with NLRB Regional Director for the region in  | which the alleged unfair labor practice occurred or is occurr  | ring.  |
|--|--|--|
| 1. EMP   | LOYER AGAINST WHOM CHARGE IS BROUGHT   | The state of the s |
| a. Name of Employer Townsend Controls and Electric LLC   |  | b. Tel. No.<br>509-545-1600  |
|  |  | c. Cell No.<br>(b) (6), (b) (7)(C)   |
|  |  | f. Fax. No.  |
| d. Address (Street, city, state, and ZIP code) Townsend Controls and Electric LLC 2040 N. Commercial Ave Pasco, WA 99301 | e. Employer Representative (b) (6), (b) (7)(C)   | etownsendcontrols.com  |
| 2 4000, 11122202   |  | h. Number of workers employed  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Electrical Contractor                                      | j. Identify principal product or service<br>Electrical   |  |
| (list subsections) (5)   | ging in unfair labor practices within the meaning of section of the National Labor beaning of the Act, or these unfair labor practices are practices.  | Relations Act, and these unfair labor  |
|  | ement of the facts constituting the alleged unfair labor pra   | actions)   |
| February 7, 2023, the Union sent the Employer another letter 2023. No information was provided. On 2/16/2023, the Union  | letter explaining the Employer's duty to provide information re-<br>requesting information related to (b) (6), (b) (7)(C) the grievand<br>in filed a ULP charge based on these facts. Thereafter, (b) (6),<br>formation and requested a complete response. To date, the Union<br>give full name, including local name and number)  | res. The Union set a deadline of February 15,<br>provided a partial response to the Union.   |
| 4a. Address (Street and number, city, state, and ZIP cod   | Marine and Control of the Control of | 4b. Tel. No.   |
| IBEW Local 191   |  | 425-259-3195<br>4c. Cell No.   |
| 3100 164th St NE<br>Marysville, WA 98271   |  |  |
| Marysvine, WA 902/1  |  | 4d. Fax No.<br>425-339-9188  |
|  |  | 4e. e-mail craig.jones@ibew191.com   |
| 5. Full name of national or international labor organization<br>International Brotherhood of Electrical Workers          | n of which it is an affiliate or constituent unit (to be filled in   | when charge is filed by a labor organization)  |
| I declare that I have read the abo   | ARATION ove charge and that the statements   | Tel. No.<br>206-467-6700   |
| are true to the best of /s/ Kristina Detwiler  | my knowledge and belief.  Kristina Detwiler, Robblee Detwiler PLLP   | Office, if any, Cell No.   |
| (signature of representative or person making charge)  | (Print/type name and title or office, if any)  | Fax No.  |
| Address 2101 Fourth Avenue, Ste 1000, Seattle,   | WA 98121 Date <u>6/8/2023</u>  | e-mail<br>kdetwiler@unionattorneysnw.com   |

## WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |                      |  |
|----------------------------|----------------------|--|
| Case<br>19-CA-312539       | Date Filed 2/21/2023 |  |

INSTRUCTIONS:

|  | EMPLOYER AGAINST WHOM CHARGE IS BROUGHT   |  |
|--|---|--|
| a. Name of Employer Envision Hospice of Washington, LLC  |   | b. Tel. No.<br>(b) (6), (b) (7)(C)<br>c. Cell No.  |
|  |   | f. Fax. No.  |
| d. Address (Street, city, state, and ZIP code)  181 South 333rd Street C-120  WA Federal Way 98003   | e.EmployerRepresentative (b) (6), (b) (7)(C)  | g. e-mail (b) (6), (b) (7)(C) penyhh.com   |
| TYN T COCIAI TYC J COCCO   |   | h. Number of workers employed<br>25  |
| i. Type of Establishment (factory, mine, wholesaler,<br>Healthcare   | etc.) j. Identify principal product or service Hospice care   | 1  |
| list subsections) 3  | e meaning of the Act, or these unfair labor practices are pr  | or Relations Act, and these unfairlabor  |
| Full name of party filing charge (if labororganizati Jonathan Shapiro  | ion, give full name, including local name and number)   |  |
| IAM District Lodge 751   |   |  |
| 4a. Address (Street and number, city, state, and ZIP   |   |  |
|  | code)   | 4b. Tel. No.   |
| 9125 15th Place South  | code)   | (206) 538-8820   |
| VA Seattle 98108   |   | The state of the s |
| VA Seattle 30 100  | code)   | (206) 538-8820   |
| VA Seattle 90100   | code)   | (206) 538-8820<br>4c. Cell No.   |
|  | zation of which it is an affiliate or constituent unit (to be filled  | (206) 538-8820  4c. Cell No.  4d. Fax No.  4e. e-mail  |
| 5. Full name of national or international labor organia<br>International Association of Machinists<br>6. D<br>I declare that I have read the | zation of which it is an affiliate or constituent unit <i>(to be filled</i><br>ECLARATION<br>e above charge and that the statements   | (206) 538-8820  4c. Cell No.  4d. Fax No.  4e. e-mail  |
| 5. Full name of national or international labor organia<br>International Association of Machinists<br>6. D<br>I declare that I have read the | zation of which it is an affiliate or constituent unit (to be filled  | (206) 538-8820  4c. Cell No.  4d. Fax No.  4e. e-mail     jshapiro@am751.org  in when charge is filed by a labor organization  Tel. No.  |
| 5. Full name of national or international labor organia<br>International Association of Machinists<br>6. D<br>I declare that I have read the | zation of which it is an affiliate or constituent unit <i>(to be filled</i> ECLARATION  e above charge and that the statements  t of my knowledge and belief.  Jonathan Shapiro | (206) 538-8820  4c. Cell No.  4d. Fax No.  4e. e-mail     jshapiro@iam751.org  d in when charge is filed by a labor organization  Tel. No.     (206) 538-8820  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

### Basis of the Charge

#### 8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

| Name of employee discharged | Approximate date of discharge |  |
|-----------------------------|-------------------------------|--|
| (b) (6), (b) (7)(C)         | (回(G)(回(7))<br>2022           |  |
|                             | 2023                          |  |
|                             | 2023                          |  |
|                             | 2023                          |  |
|                             | 2022                          |  |

INTERNET FORM NLRB-501 (2-08)

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |            |  |
|----------------------------|------------|--|
| Case                       | Date Filed |  |
| 19-CA-312562               | 2/21/2023  |  |

(b) (6), (b) (7)(C)

| CHARGE AGAINST EMPLO  |  | CA-312562                                      | 2/21/2023   |  |
|---|--|--|---|--|
| ISTRUCTIONS:  le an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is or    |  |  |   |  |
| 1. EMPLOYER   | AGAINST WHOM CHARGE IS BR  | OUGHT  |   |  |
| a. Name of Employer   |  | b. T   | b. Tel. No. (b) (6), (b) (7)(C)                             |  |
| USPS  |  | c. C   | ell No.   |  |
|   |  | f. Fa  | ax No.  |  |
| d. Address (Street, city, state, and ZIP code) 6817 208th Street SW, Lynnwood, WA 98036  e, Employer Representative (b) (6), (b) (7)(C) |  | g. e   | Mail  |  |
|   |  | h. N   | lumber of workers employed                                  |  |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Post Office  | j. Identify principal product or service<br>mail and package delivery    | œ .  |   |  |
| k. The above-named employer has engaged in and is engagin   | ng in unfair labor practices within the me                               | aning of section 8(a)                          | , subsections (1) and (list                                 |  |
| subsections) (5) practices are practices affecting commerce within the mea within the meaning of the Act and the Postal Reorganization  | ning of the Act, or these unfair labor prac                              | lational Labor Relati<br>tices are unfair prac | ons Act, and these unfair labor<br>lices affecting commerce |  |
| <ol><li>Basis of the Charge (set forth a clear and concise stateme</li></ol>  | nt of the facts constitution the alleged up                              | fair labor practices                           |   |  |
| (b) (c), (b) (7)(c)   | full name, including local name and numb<br>County Letter Carriers, Brar |  |   |  |
| 4a. Address (Street and number, city, state, and ZIP code)  |  | DOMESTIC TO                                    |   |  |
| (b) (6), (b) (7)(C)   |  | 4b. Tel.                                       | No. 206-310-8930  |  |
|   |  | 4c. Cell I                                     | No.   |  |
|   |  | 4d. Fax  | No.   |  |
|   |  | 4e, e-Ma<br>(b) (6                             | s), (b) (7)(C)  |  |
| <ol><li>Full name of national or international labor organization of organization)</li></ol>  | which it is an affiliate or constituent unit (                           | to be filled in when c                         | harge is filed by a labor                                   |  |
| 6. DECLARATION i declare that I have read the above charge and that the statement (b) (6), (b) (7)(C)                                   | on<br>ts are true to the best of my knowledge and                        | belief.  | 206-310-8930  |  |
| By (b   | ) (6), (b) (7)(C)  | Office, if                                     | any, Cell No.   |  |
| (signature naking charge)   | (Print/type name and title or office, if any)                            | Fax No.  |   |  |
|   | 1 1  | n-Mail   |   |  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

- on 9/9/22- requested information related to discipline issued to carrier
- on 10/19/22—requested the seniority list
- 11/7/22—requested clock rings and OT alerts for multiple carriers
- 12/5/22—requested clock rings and mandate list
- 12/10/22—requested documentation of mail that did not get delivered
- 12/11/22—requested clock rings, interviews, OT alerts, list of mail not delivered
- 12/12/22—2™ request of items requested on 12/11/22
- 12/13/22—clock rings, OT alerts, a copy of a PS 3189, interview with carriers, and mandate list; a separate request indicating that it was the 3rd request for items requested on 12/11/22 and 12/12/22; a separate request for the seniority list and conversion dates for 5 carriers to career carriers (because they had not been properly paid)
- 12/15/22—clock rings and interview of carrier; a separate request for items requested on 12/13/22 (second request): clock rings, OT alerts, a copy of a PS 3189, interview with carriers, and mandate list
- 12/19/22—3<sup>rd</sup> request for seniority list and conversion date for 5 career carriers
- 12/20/22--seniority list, OT alert report, delayed mail list, borrowed and loaned out carrier list,
   3<sup>rd</sup> quarter overtime desired list ("ODL"), 3<sup>rd</sup> quarter 10-hour and 12-hour lists
- 12/21/22—request for PS 1017A for 2 carriers and a PS 3189 for two carriers, clock rings from May 22 to present for all carriers, Discipline issued to
- 12/22/22—a list of people instructed to clock off at hourly limits; a separate request for Interviews, ERMS for a carrier that was paid when the carrier (b) (6), (b) (7)(C), clock rings for the carrier craft from May 22 to present, all PS 3189 forms for December, PS 1017A for a carrier for December 1, clock rings for several carriers, seniority list, and overtime alerts; a separate request (2<sup>M</sup> request) for items requested on 12/20/22; 5 separate 2nd requests for carriers' clock rings that did not get paid when (b) (6), (b) (7)(C)
- 12/27/22—OT alerts, clock rings for the entire office for December 23, copy of the restricted sick leave for carriers, seniority list, delayed mail list, list of any employees instructed to clock off because of reaching time limit, PS 1017A for a carrier, 3189 for a carrier, PS 3971 for carriers, copy of 3<sup>rd</sup> and 4<sup>rd</sup> quarter ODL list; December 27 (4<sup>rd</sup> request for seniority list and conversion date for carriers)
- 12/28/22—OT alerts, interviews, copies of pay adjust grievance settlements, clock rings from May to current, deems desired list for carriers, seniority list; separate request for interview of a carrier, PS 3971, copy of the schedule, copy of PS 3996, ERMS report for a carrier
- 12/29/22—seniority list, clock rings from May to present, OT alerts, delayed mail reports, ODL list for 3<sup>rd</sup> and 4<sup>th</sup> quarter, PS 1017A for carrier, PS 3189 for two carriers, list of carriers instructed to go home for time limits; separate request (3<sup>rd</sup> request) for clock rings, attendance review, notification of being placed on deems desired list, list of carriers on deemed desire list, interview of the carrier, copy of PS 3971, copy of the ERMS call out, documentation of available balance for a carrier that was not paid when (b) (6), (b) (7)(C) k; a separate request (3<sup>rd</sup> request) clock rings for a carrier that did not get paid, attendance review, notification of being placed on deems desired list, list of carriers on deemed desired list, interview of the carrier, copy of PS 3971, copy of the ERMS call out, documentation of available (b) (6), (b) (7)(C) balance for a carrier that was not paid when (b) (6), (b) (7)(C)

- 12/30/22--seniority list, a copy of the current career craft rolls, list of long-term vacant routes, military orders for a carrier to determine how long a carrier has been vacant in his route, list of long-term absent carriers, mandate list for December 5, 2022, interview all of management, clock rings for everyone with a bid assignment for any week (for just 1 day in that week)
- 12/31/22—active rolls list, interview of clerks from Edmonds office, clock rings for the clerks for the Edmonds office in October/November 2022, USPS documentation that a no-lunch slip must be submitted one day at a time, document notification that the no-lunch policies had changed along with the effective date of change, copy of all notes provided to on the Lynnwood no lunch past practice, interview of (0)(6), (0)(7)(c), copy of current no lunch policy, copy PS 1723 for (0)(6), (0)(7)(c), copy of all denied no lunch slips by (0)(6), (0)(7)(c) at Lynnwood office and in (0)(6), (0)(7)(c) at Lynnwood office and in (0)(6), (0)(7)(c) at Lynnwood office and in (0)(6), (0)(7)(c) analysis)
- 1/2/23—093 TACS (Time keeping system) report for the year 2022, documentation of PS Form 1260 (when you don't use your time card to clock in/out) being used for no-lunch, copy of the last 5 years of PS Form 1260 being used for no lunch, copies any 1260s in Lynnwood used to document a no-lunch for the last 20 years, interview with (core), documentation that PS Form 1260 must be used to document a no lunch, a copy of all grievance settlements that paid carriers for each PS Form 3971 that management failed to timely return, copy of all denied no lunch slips

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |                      |  |
|----------------------------|----------------------|--|
|                            | Date Filed 2/21/2023 |  |

#### INSTRUCTIONS:

|   | which the alleged unfair labor practice occurred or is occurring                                    | 1g.   |
|---|---|---|
|   | OYER AGAINST WHOM CHARGE IS BROUGHT   |   |
| a. Name of Employer   |   | b. Tel. No.                                 |
| Apple Inc.  |   | (669) 276-9815                              |
|   |   | c. Cell No.                                 |
|   |   | (408) 786-8452                              |
|   |   | f. Fax. No.                                 |
|   |   | I. Tax. No.                                 |
| d. Address (Street, city, state, and ZIP code)                  | e. Employer Representative  | a o mail                                    |
| 3000 184th ST SW  | (b) (6), (b) (7)(C)   | g. e-mail                                   |
|   |   | (b) (8). (b) (7)(C) @apple.com              |
| WA Lynnwood 98037   |   | h. Number of workers employed               |
| ,   |   | 105   |
|   |   | 103   |
| i. Type of Establishment (factory, mine, wholesaler, etc.)      |   |   |
| Retail (Technology)   | Apple Branded Products and Services   |   |
| The above-named employer has engaged in and is engaged          | ging in unfair labor practices within the meaning of section  | 8(a), subsections (1) and                   |
| (list subsections) 3,1  | of the National Labor R   | Relations Act, and these unfair labor       |
| practices are practices affecting commerce within the me        | aning of the Act, or these unfair labor practices are practic                                       | ces affecting commerce within the           |
| meaning of the Act and the Postal Reorganization Act.           |   |   |
| 2. Basis of the Charge (set forth a clear and concise state     | ement of the facts constituting the alleged unfair labor prac-                                      | ctices)                                     |
|   |   |   |
| 0 1177  |   |   |
| See additional page   |   |   |
|   |   |   |
|   |   |   |
|   |   |   |
|   |   |   |
| (b) (6), (b) (7)(C) rty filing charge (if labor organization, g | nive full name, including local name and number)  |   |
| (b) (6), (b) (7)(C)   | invertail name, including local name and namber)  |   |
| A - Address (Otrestand acceptant the state and 710 and          | -1  | 4b. Tel. No.                                |
| 4a. Address (Street and number, city, state, and ZIP cod        | e)  |   |
|   |   | (b) (6), (b) (7)(C)                         |
| (b) (6), (b) (7)(C)   |   | 4c. Cell No.                                |
| (6) (0), (6) (1)(0)   |   | (b) (6), (b) (7)(C)                         |
|   |   | 4d. Fax No.                                 |
|   |   |   |
|   |   | 4e. e-mail                                  |
|   |   | (b) (6), (b) (7)(C)                         |
| 5. Full name of national or international labor organizatio     | n of which it is an affiliate or constituent unit /to be filled in w                                |   |
| o. Full fluine of fluidinator international labor organizatio   | The When the art annual of constituent and to be mice in the  | Then onange to med by a labor organization, |
|   |   |   |
| 6. DECL   | ARATION   | Tel. No.                                    |
|   | ove charge and that the statements  | (b) (6), (b) (7)(C)                         |
| (b) (6), (b) (7)(C) are true to the best of n                   | ny knowledge and belief.  |   |
|   | (b) (6), (b) (7)(C)   | Office, if any, Cell No.                    |
|   | (b) (b), (b) (r)(c)   | (b) (6), (b) (7)(C)                         |
| (signature of representative or person making charge)           | (signature of representative or person making charge) (Print/type name and title or office, if any) |   |
| (b) (6) (b) (7)(C)  |   |   |
| (b) (6), (b) (7)(C)   |   | e-mail                                      |
| Address   | Date 02/21/2023 03:20:01 PM   | (b) (6), (b) (7)(C)                         |
|   |   | 1   |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

#### Basis of the Charge

#### 8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or

supported a labor organization and in order to discourage union activities and/or membership.

| Name of employee disciplined/retaliated against | Type of discipline/retaliation                      | Approximate date of discipline/retaliation |
|---|---|--|
| (b) (6), (b) (7)(C)                             | Unpaid Captive Meetings regarding Apple<br>Benefits | (a)(6.(a)(7)/2022                          |

#### 8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees

from engaging in protected concerted activities.

| Name of employee disciplined/retaliated against | Type of discipline/retaliation | Approximate date of discipline/retaliation |
|---|--------------------------------|--|
| (b) (6), (b) (7)(C)                             | Suspension without explanation | <sup>(a) (a) (a)</sup> /2023               |

#### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights

protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

| Name of Employer's Agent/Representative who made the statement | Approximate date        |
|--|-------------------------|
| (b) (6). (b) (7)(C)  | <sup>®™®™®™</sup> /2022 |
| (b) (6), (b) (7)(C)  | ®®®®7/2022              |

#### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights

protected by Section 7 of the Act by promising better working conditions if employees did not join or support a union.

| Name of Employer's Agent/Representative who made the statement | Approximate date                 |
|--|----------------------------------|
| (b) (6), (b) (7)(C)  | <sup>(b) (6), (b) 77</sup> /2022 |

#### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights

protected by Section 7 of the Act by interrogating employees about their union activities.

| Name of Employer's Agent/Representative who made the statement | Approximate date |
|--|------------------|
| (b) (6), (b) (7)(C)  | 11/17/2022       |

#### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

#### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from forming, joining, or supporting a labor organization.

#### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from contacting and/or filing charges with the National Labor Relations Board.

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE   |           |            |
|------------------------------|-----------|------------|
| <sup>Case</sup> 19-CA-312635 |           | Date Filed |
|                              | 2/22/2023 |            |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.  |  |   |
|---|--|---|
| 1. EMPL   | OYER AGAINST WHOM CHARGE IS BROUGHT                                |   |
| a. Name of Employer Starbucks Corporation   |  | b. Tel. No.<br>(b) (6), (b) (7)(C)            |
|   |  | c. Cell No.                                   |
| Address (Obrest etter and 710 ands)   | To Forely December 1   | f. Fax. No.                                   |
| d. Address (Street, city, state, and ZIP code)  | e. Employer Representative   |   |
| 222 36 <sup>th</sup> St.<br>Bellingham, WA 98225  | Howard Schultz, CEO  | g. e-mail<br>hschultz@starbucks.com           |
|   |  | h. Number of workers employed<br>28           |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop  | j. Identify principal product or service<br>Food and Beverage      |   |
| The above-named employer has engaged in and is eng<br>the National Labor Relations Act, and these unfair labo<br>abor practices are practices affecting commerce within | or practices are practices affecting commerce within the           | e meaning of the Act, or these unfair         |
| Within the last six months, at its store local<br>enforcement of the attendance and punctu<br>manner without providing the union notice                                 | ality policy, a mandatory subject of bargain                       | ning, in a discriminatory                     |
| Full name of party filing charge (if labor organization, go<br>Workers United   | ive full name, including local name and number)                    |   |
| 4a. Address (Street and number, city, state, and ZIP code 22 South 22nd St.   | )  | 4b. Tel. No.<br>(646) 448-6414                |
| Philadelphia, PA 19103  |  | 4c. Cell No.                                  |
|   |  | 4d. Fax No.<br>(215) 575-9065                 |
| 4e. e-mail<br>rminter@pibwu.c   |  | 4e. e-mail<br>minter@pjbwu.org                |
| Full name of national or international labor organization<br>Service Employees International Union  | of which it is an affiliate or constituent unit (to be filled in w | then charge is filed by a labor organization) |
|   | ARATION catements are true to the best of my knowledge and belief. | Tel. No.<br>(206) 257-6007                    |
| My sa Lee   | Alyssa Garcia, Attorney  | Office, if any, Cell No.                      |
| (signature of representative or person making charge)   | (Print/type name and title or office, if any)                      | Fax No.<br>206-378-4132                       |
| Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400  | Date 2/24/2022   | e-mail  |
| Address Seattle, WA 98119   | Date 2/21/2023   | garcia@workerlaw.com                          |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |            |
|----------------------------|--------------|------------|
| Case                       |              | Date Filed |
|                            | 19-CA-312644 | 2/21/2023  |

#### INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in  1. EMPL   | which the alleged unfair labor practice occurred or is occurr<br>OYER AGAINST WHOM CHARGE IS BROUGHT  | mg.   |
|---|---|---|
| a. Name of Employer Starbucks Corporation   |   | b. Tel. No.<br>206-318-2212   |
|   |   | c. Cell No.   |
|   |   | f. Fax. No.   |
| d. Address (Street, city, state, and ZIP code)  | e. Employer Representative  |   |
| 222 36 <sup>th</sup> St.<br>Bellingham, WA 98225  | Howard Schultz, CEO   | g. e-mail<br>hschultz@starbucks.com   |
|   |   | h. Number of workers employed 28  |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop  | j. Identify principal product or service<br>Food and Beverage   |   |
| the National Labor Relations Act, and these unfair labor abor practices are practices affecting commerce within 2. Basis of the Charge (set forth a clear and concise state   | n the meaning of the Act and the Postal Reorganization  | on Act.   |
| Within the last six months, at its store local terminated and disciplined (b) (6), (b) (7)(C) requests immediate 10(j) relief. The Union njunction issued in <i>Kerwin v. Starbucks C</i> and restrained from "[d]ischarging Starbucks C arritories) because they engage in union a 3. Full name of party filing charge (if labor organization, g | in retaliation for protected concert further requests the pursuance of a contemporary, No. 22-cv-12761 (E.D. Mich. Feb. 1) eks employees at any of its stores in the Land protected concerted activities"). | ted activities. The Union<br>empt order for violation of the<br>7, 2023) (Starbucks is enjoined |
| Workers United  |   |   |
| 4a. Address (Street and number, city, state, and ZIP code 22 South 22 <sup>nd</sup> St.   | e)  | 4b. Tel. No.<br>(646) 448-6414  |
| Philadelphia, PA 19103  |   | 4c. Cell No.  |
| Filiadelphia, FA 19103  |   | 4d. Fax No.<br>(215) 575-9065   |
|   |   | 4e. e-mail<br>minter@pjbwu.org  |
| Full name of national or international labor organization     Service Employees International Union   | n of which it is an affiliate or constituent unit <i>(to be filled in</i>   | when charge is filed by a labor organization)   |
|   | ARATION   | Tel. No.  |
| I declare that I have read the above charge and that the st   | tatements are true to the best of my knowledge and belief.  | (206) 257-6007  |
| Myssa Lee   | Alyssa Garcia, Attorney   | Office, if any, Cell No.  |
| (signature of representative or person making charge)   | (Print/type name and title or office, if any)   | Fax No.<br>206-378-4132   |
| Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119  | Date 2/21/2023  | e-mail<br>garcia@workerlaw.com  |
|   |   | 3   |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |            |
|----------------------------|--------------|------------|
| Case                       |              | Date Filed |
|                            | 19-CA-312644 | 3/7/2023   |

| INSTRUCTIONS: File an original with NLRB Regional Director for the region in   | which the alleged unfair labor practice occurred or is occurr  | ing.   |
|--|--|--|
| 1. EMPL  | OYER AGAINST WHOM CHARGE IS BROUGHT  |  |
| a. Name of Employer Starbucks Corporation  |  | b. Tel. No.<br>206-318-2212  |
|  |  | c. Cell No.  |
|  |  | f. Fax. No.  |
| d. Address (Street, city, state, and ZIP code)   | e. Employer Representative   |  |
| 222 36 <sup>th</sup> St.<br>Bellingham, WA 98225   | Howard Schultz, CEO  | g. e-mail<br>hschultz@starbucks.com  |
|  |  | h. Number of workers employed 28   |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop   | j. Identify principal product or service<br>Food and Beverage  |  |
| (5) of the National Labor Relations Act, and these unfaunfair labor practices are practices affecting commerce     2. Basis of the Charge (set forth a clear and concise state)  | e within the meaning of the Act and the Postal Reorga  | nization Act.  |
| Within the past 6 months, the above-named er 36th St. in Bellingham, WA, began more strictly union or giving it notice of its planned changed engaging in union and protected concerted actissuing discipline and terminating er concerted activity. The Union requests immedi | mployer, by its officers, agents and represental enforcing its attendance and punctuality policy. The employer implemented this stricter policy it in the Employer discriminated against its imployment in retaliation for (b) (6), (b) (7)(C) engagnate 10(j) relief. | atives, at its store located at 222 cy without bargaining with the cy change in retaliation for workers employee, (b) (6), (b) (7)(C), by ing in union and protected |
| The Employer has also interrogated employee impliedly promised to remedy them.   | s about their Union activity, and solicited griev  | vances from employees and  |
| 3. Full name of party filing charge (if labor organization, g Workers United   | ive full name, including local name and number)  |  |
| 4a. Address (Street and number, city, state, and ZIP code  | e)   | 4b. Tel. No.   |
| 22 South 22 <sup>nd</sup> St.  |  | (646) 448-6414<br>4c. Cell No.   |
| Philadelphia, PA 19103   |  | 4d. Fax No.  |
|  |  | (215) 575-9065   |
|  |  | 4e. e-mail<br>rminter@pjbwu.org  |
| Full name of national or international labor organization     Service Employees International Union  | n of which it is an affiliate or constituent unit (to be filled in   |  |
|  | ARATION tatements are true to the best of my knowledge and belief.   | Tel. No.<br>(206) 257-6007   |
| My sa Lee  | Alyssa Garcia, Attorney  | Office, if any, Cell No.   |
| (signature of representative or person making charge)  | (Print/type name and title or office, if any)  | Fox No.  |
| Barnard Iglitzin & Lavitt LLP  | · · · · · · · · · · · · · · · · · · ·  | Fax No.<br>206-378-4132  |
| Address Seattle, WA 98119  | Date 3/7/2023  | e-mail<br>garcia@workerlaw.com   |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |           |            |
|----------------------------|-----------|------------|
| Case                       |           | Date Filed |
| 19-CA-312724               | 2/22/2023 |            |

#### INSTRUCTIONS:

|   | which the alleged unfair labor practice occurred or is occurring            | ig.  |  |
|---|---|--|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT  |   |  |  |
| a. Name of Employer   |   | b. Tel. No.                                  |  |
| Meta Platforms, Inc.  |   | (650) 543-4800                               |  |
|   |   | c. Cell No.                                  |  |
|   |   |  |  |
|   |   | f. Fax. No.                                  |  |
|   |   | 1.1 dx. 140.                                 |  |
| d. Address (Street, city, state, and ZIP code)  | e. Employer Representative  |  |  |
| 1 Hacker Way  |   | g. e-mail                                    |  |
|   |   |  |  |
| CA Menlo Park 94025   |   | h. Number of workers employed                |  |
|   |   | 8800   |  |
|   |   | 0000   |  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)  |   |  |  |
| Technology  | facebook.com  |  |  |
|   | ging in unfair labor practices within the meaning of section $\S$           | 8(a), subsections (1) and                    |  |
| (list subsections) 1  | of the National Labor R   | elations Act, and these unfair labor         |  |
| practices are practices affecting commerce within the me  | aning of the Act, or these unfair labor practices are practic               | es affecting commerce within the             |  |
| meaning of the Act and the Postal Reorganization Act.   |   |  |  |
| 2. Basis of the Charge (set forth a clear and concise state   | ement of the facts constituting the alleged unfair labor prac               | ctices)                                      |  |
|   | ,   | •  |  |
| 0 1177  |   |  |  |
| See additional page   |   |  |  |
|   |   |  |  |
|   |   |  |  |
|   |   |  |  |
|   |   |  |  |
| iling charge (if labor organization o   | give full name, including local name and number)                            |  |  |
| (b) (6), (b) (7)(C) (in labor organization, g   | inc tail name, including local name arranamisely                            |  |  |
|   |   | 4b. Tel. No.                                 |  |
| 4a. Address (Street and number, city, state, and ZIP cod  | e)  |  |  |
|   |   | (b) (6), (b) (7)(C)                          |  |
| (b) (6), (b) (7)(C)   |   | 4c. Cell No.                                 |  |
|   |   | (b) (6), (b) (7)(C)                          |  |
|   |   | 4d. Fax No.                                  |  |
|   |   |  |  |
|   |   | 4e. e-mail                                   |  |
|   |   | (b) (6), (b) (7)(C)                          |  |
| 5 Full name of national or international labor organization   | n of which it is an affiliate or constituent unit <i>(to be filled in w</i> |  |  |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) |   |  |  |
|   |   |  |  |
| 6. DECL   | ARATION   | Tel. No.                                     |  |
|   | ove charge and that the statements  | (b) (6), (b) (7)(C)                          |  |
| are true to the best of my knowledge and belief.  |   | Office if any Call No.                       |  |
| (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C)  |   | Office, if any, Cell No. (b) (6), (b) (7)(C) |  |
| (b) (b), (b) (1)(c)   |   |  |  |
| (signature of representative or person making charge) (Print/type name and title or office, if any)   |   | Fax No.                                      |  |
| (b) (6), (b) (7)(C)   |   |  |  |
| e-mail  |   | e-mail                                       |  |
| Address   | Date appring of 20.00.00 M  | (b) (6), (b) (7)(C)                          |  |
|   |   |  |  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

#### **Basis of the Charge**

#### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |            |
|----------------------------|--------------|------------|
| Case                       |              | Date Filed |
|                            | 19-CA-312868 | 2/24/2023  |

INSTRUCTIONS:

| a. Name of Employer   | OYER AGAINST WHOM CHARGE IS BROUGHT  |   |
|---|--|---|
| a. Name of Employer<br>CommonSpirit Health d/b/a St. Joseph's Medical Center  |  | b. Tel. No. (b) (6), (b) (7)(C) c. Cell No.   |
|   |  | f. Fax. No.   |
| d. Address (Street, city, state, and ZIP code)  | e. Employer Representative   |   |
| 1717 S. J St.   | (b) (6), (b) (7)(C)  | g. e-mail   |
| MS 01-45<br>Tacoma, WA 98405  |  | (b) (6), (b) (7)(C)   |
|   |  | h. Number of workers employed approx. 3500  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Hospital  | j. Identify principal product or service<br>Health care  |   |
| (list subsections) 8(a)(3) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise state)  | aning of the Act, or these unfair labor practices are prac   | 22,200,37,000,000,000   |
|   |  |   |
| 3. Full name of party filing charge (if labor organization, g   | ive full name, including local name and number)  |   |
| Washington State Nurses Association   |  | Tá wata   |
| Washington State Nurses Association  4a. Address (Street and number, city, state, and ZIP code 575 Andover Park West, Ste 101   |  | 4b. Tel. No.<br>206/794.4673  |
| Washington State Nurses Association  4a. Address (Street and number, city, state, and ZIP code  |  |   |
| Washington State Nurses Association  4a. Address (Street and number, city, state, and ZIP code 575 Andover Park West, Ste 101   |  | 206/794.4673<br>4c. Cell No.  |
| Washington State Nurses Association  4a. Address (Street and number, city, state, and ZIP code 575 Andover Park West, Ste 101   |  | 206/794.4673 4c. Cell No. same 4d. Fax No. 4e. e-mail   |
| Washington State Nurses Association  4a. Address (Street and number, city, state, and ZIP code 575 Andover Park West, Ste 101 Seattle, WA 98188   | a)   | 206/794.4673  4c. Cell No. same  4d. Fax No.  4e. e-mail pchandan@wsna.org  |
| Washington State Nurses Association  4a. Address (Street and number, city, state, and ZIP code 575 Andover Park West, Ste 101   | a)   | 206/794.4673  4c. Cell No. same  4d. Fax No.  4e. e-mail pchandan@wsna.org  |
| Washington State Nurses Association  4a. Address (Street and number, city, state, and ZIP code 575 Andover Park West, Ste 101 Seattle, WA 98188  5. Full name of national or international labor organization American Federation of Teachers, AFL-CIO  6. DECL. I declare that I have read the abo   | n of which it is an affiliate or constituent unit (to be filled in ARATION ove charge and that the statements  | 206/794.4673  4c. Cell No. same  4d. Fax No.  4e. e-mail pchandan@wsna.org  |
| Washington State Nurses Association  4a. Address (Street and number, city, state, and ZIP code 575 Andover Park West, Ste 101 Seattle, WA 98188  5. Full name of national or international labor organization American Federation of Teachers, AFL-CIO  6. DECL. I declare that I have read the abo   | n of which it is an affiliate or constituent unit (to be filled in   | 206/794.4673  4c. Cell No. same  4d. Fax No.  4e. e-mail pchandan@wsna.org in when charge is filed by a labor organization)                                     |
| Washington State Nurses Association  4a. Address (Street and number, city, state, and ZIP code 575 Andover Park West, Ste 101 Seattle, WA 98188  5. Full name of national or international labor organization American Federation of Teachers, AFL-CIO  6. DECL. I declare that I have read the about are true to the best of name of the state of the | ARATION  Note that the statements on the statement in the | 206/794.4673  4c. Cell No. same  4d. Fax No.  4e. e-mail pchandan@wsna.org in when charge is filed by a labor organization)  Tel. No.  Office, if any, Cell No. |

## WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE |           |  |
|----------------------------|-----------|--|
| Case                       | Date F ed |  |
| 19-CA-312924               | 2/27/2023 |  |

#### INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in | which the alleged unfair labor practice occurred or is on<br>OYER AGAINST WHOM CHARGE IS BROUGHT. | curring.   |
|--|---|--|
| a. Name of Emp oyer  | STERVICALINOT WHOM CHARGE IS BROOGHT  | b. Te . No.  |
| Riverside Performing Arts                                      |   | (360) 694-8662                                     |
| raverside i errorining ratis                                   |   | c. Ce No.  |
|  |   | (503) 737-9968                                     |
|  |   | f. Fax. No.  |
|  |   | I. Fax. No.  |
| d. Address (Street, city, state, and ZIP code)                 | e. Emp oyer Representat ve  |  |
| 1307 NE 78th St., Suite 9                                      | (b) (6), (b) (7)(C)   | g. e-ma  |
| Vancouver, WA 98665  |   | @riversidepa.com                                   |
|  |   | h. Number of workers emp oyed                      |
|  |   | 13   |
| . Type of Estab shment (factory, mine, wholesaler, etc.)       | j. Ident fy pr nc pa product or serv ce   | L  |
| Services   | Preschool and Dance clases  |  |
| The above-named employer has engaged in and is engaged         |   | ection 8(a) subsections (1) and                    |
| (list subsections)   |   | bor Relations Act, and these unfair labor          |
| practices are practices affecting commerce within the me       |   | •  |
| meaning of the Act and the Postal Reorganization Act.          | arming of are 7 tot, of arose arman rapor practices are pr  | decices undealing commerce main are                |
| Bas s of the Charge (set forth a clear and concise state       | ement of the facts constituting the alleged unfair labor  | r practices)                                       |
| On or about (b) (6), (b) (7)(C), 2023, and continuing over     |   |  |
| coerced its employees in the exercise of their Secti           | on 7 rights by its actions including threatening  | employees for discussing pay in the                |
| presence of other employees and sending text mess              |   |  |
| enforced a rule in its Employee Manual that prohib             | pits employees from discussing their pay.   |  |
| Since on or about (b) (b) (b) (7)(c), 2023, the above nan      | ned Employer discriminated against (b) (6), (b  | by suspending email and                            |
| staff portals access, by issuing (10,000) a discipline or      | or about (b) (b) (c) (c) (c) (d) (d) (d) (d) (d)  | g protected  |
| concerted activities, or in order to discourage such           | activity, on or about (6) (6), (6) (7)(6), 2023.  |  |
| 3. Fu name of party f ng charge (if labor organization, g      | ive full name, including local name and number)   |  |
| (b) (6), (b) (7)(C)  |   |  |
| 4a. Address (Street and number, city, state, and ZIP code      | <del>)</del>  | 4b. Te . No.                                       |
|  |   |  |
| (b) (6), (b) (7)(C)  |   | 4c. Ce No.   |
|  |   | (b) (6), (b) (7)(C)                                |
|  |   | 4d. Fax No.  |
|  |   |  |
|  |   | 4e. e-ma   |
|  |   | (b) (6), (b) (7)(C)                                |
| 5. Fu name of nat ona or nternat ona abor organ zat or         | of which it is an affiliate or constituent unit (to be fille                                      |  |
| 3.1 u fiame of fiacona of filematoria abor organizator         | TO WITCH I Sali all ale of constituent unit (to be fine   | u in when charge is filed by a labor organization, |
| n/a  |   |  |
| 6 DECL   | ARATION   | Te . No.   |
|  | ve charge and that the statements   |  |
| (b) (6), (b) (7)(C) rule to the best of n                      | ny knowledge and belief.  | Off ce, f any, Ce No.                              |
| (=) (=) (=) (=)  | (b) (6), (b) (7)(C)   | (b) (6), (b) (7)(C)                                |
| (signature of representative or person making charge)          | (Print/type name and title or office if any)  | Fax No.  |
| ,                        | , ,,  | Tax No.  |
| (b) (6), (b) (7)(C)  |   | e-ma   |
| Address  | Date  | (b) (6), (b) (7)(C)                                |
|  |   |  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

| 1, EMPL  | LOYER AGAINST WHOM CHARGE IS BROUGHT   |   |
|--|--|---|
| a. Name of Employer<br>Belshaw Adamatic Bakery Group   |  | b. Tel. No.<br>206 322 5474 (0)(8)(0)(7)      |
|  |  | C. Cell No.<br>(b) (6). (b) (7)(C)            |
|  |  | f. Fax. No.                                   |
| d. Address (Street, city, state, and ZIP code)<br>814 44th St. NW, Suite 103<br>Auburn, WA 98001   | e. Employer Representative (b) (6), (b) (7)(C)   | g. e-mail<br>(b) (6), (b) (7)(C)@belshaw.com  |
|  |  | h. Number of workers employed 350             |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Factory   | j. Identify principal product or service<br>Bakery Equipment   |   |
| (list subsections) 8(a)(5)   | ging in unfair labor practices within the meaning of section of the National Labor Francing of the Act, or these unfair labor practices affecting of | Relations Act, and thest unfair labor         |
| 3. Full name of party filing charge (if labor organization, g<br>International Association of Machinists and Aeros   | give full name, including local name and number)   |   |
| And the second s |  | 4h Tol No                                     |
| 4a. Address (Street and number, city, state, and ZIP code 9135 15TH PLACE S. 2ND FLR   | ө)   | 4b. Tel. No.<br>206-762-7990                  |
| SEATTLE, WA 98108  |  | 4c. Cell No.<br>206.390.0020                  |
|  |  | 4d. Fax No.                                   |
|  |  | 4e. e-mail<br>beth@iam160.com                 |
| 5. Full name of national or international labor organization<br>International Association of Machinists and Aeros  | n of which it is an affiliate or constituent unit (to be filled in space Workers, AFL-CIO  | when charge is filed by a labor organization) |
| I declare that I have read the abo   | ARATION ove charge and that the statements my knowledge and belief.  | Tel. No.<br>916-985-8101                      |
| My Ment  | Jason Hardwick, Grand Lodge Representative   | Office, if any, Cell No. 916-936-6013         |
| Isignature of representative or person making charge)  | (Print/Type name and title or office, if any)  | Fax No.<br>916-985-8121                       |
| Address 620 Coolidge Rd., Suite 130, Folsom, CA  | A 95630 Date 2/24/2023   | e-mail<br>jhardwick@iamaw.org                 |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |                      |
|----------------------------|----------------------|
| Case<br>19-CA-312947       | Date Filed 2/27/2023 |

INSTRUCTIONS:

|   | EMPLOYER AGAINST WHOM CHARGE IS BROUGHT  |  |
|---|--|--|
| a. Name of Employer   |  | b. Tel. No.  |
| Esper   |  | (425) 954-3058   |
|   |  | c. Cell No.  |
|   |  | f. Fax. No.  |
| d. Address (Street, city, state, and ZIP code)<br>3600 136th PI SE Suite 210  | e. Employer Representative   | g. e-mail  |
| WA Bellevue 98006   |  | h. Number of workers employed<br>50  |
| L Type of Establishment (factory, mine, wholesale Software & Programming  | r, etc.) j. Identify principal product or service  |  |
| meaning of the Act and the Postal Reorganization  | the meaning of the Act, or these unfair labor practices are pro-   |  |
| See additional page   |  |  |
|   | ation, give full name, including local name and number)  |  |
| (b) (6), (b) (7)(C) party filling charge (if labor organiz  |  | 4b. Tel. No.   |
| (b) (6), (b) (7)(C) party filling charge (if labor organized).  4a. Address (Street and number, city, state, and Z  |  | 4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No.  |
| (b) (6), (b) (7)(C) party filling charge (if labor organized).  4a. Address (Street and number, city, state, and Z  |  | (b) (6), (b) (7)(C)  |
|   |  | (b) (6), (b) (7)(C)<br>4c. Cell No.  |
| (b) (c), (b) (7)(C) party filling charge (if labor organized)  4a. Address (Street and number, city, state, and Z  (b) (6), (b) (7)(C)  |  | (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)  |
| (b) (c) (b) (7)(c) party filling charge (if labor organized)  4a. Address (Street and number, city, state, and Z  (b) (6), (b) (7)(C)  5. Full name of national or international labor organized                                  | nization of which it is an affiliate or constituent unit (to be filled   | (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)  I in when charge is filed by a labor organization)                                  |
| (b) (c) (b) (7) (c) party filling charge (if labor organized)  4a. Address (Street and number, city, state, and Z  (b) (6), (b) (7)(C)  5. Full name of national or international labor organized                                 | IIP code) Inization of which it is an affiliate or constituent unit (to be filled DECLARATION the above charge and that the statements | (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)  |
| (b) (c) (b) (7) (c) party filling charge (if labor organized)  4a. Address (Street and number, city, state, and Z  (b) (6), (b) (7)(C)  5. Full name of national or international labor organized)  6. I declare that I have read | nization of which it is an affiliate or constituent unit (to be filled   | (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)  I in when charge is filed by a labor organization)                                  |
| (b) (c), (b) (7)(c) party filling charge (if labor organized)  4a. Address (Street and number, city, state, and Z  (b) (6), (b) (7)(C)  5. Full name of national or international labor organized                                 | DECLARATION the above charge and that the statements est of my knowledge and belief.  (b) (6), (b) (7)(C)                              | (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail  (b) (6), (b) (7)(C)  fin when charge is filed by a labor organization)  Tel. No. (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

#### **Basis of the Charge**

#### 8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees

from engaging in protected concerted activities.

|                     | e disciplined/retaliated | Type of discipline/retaliation | roximate date of ipline/retaliation |
|---------------------|--------------------------|--------------------------------|-------------------------------------|
| (b) (6), (b) (7)(C) |                          | Warning                        | <sup>(b) (b) (7)(c)</sup> 2023      |
|                     |                          | Warning                        | 2023                                |
|                     |                          | Warning                        | 2023                                |

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER Amended

| DO NOT WRITE IN THIS SPACE |            |  |
|----------------------------|------------|--|
| Case                       | Date Filed |  |
| 19-CA-312947               | 5/8/2023   |  |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

|  | which the alleged unial labor practice occurred or is occu   |  |
|--|--|--|
| 1. EMPL  | OYER AGAINST WHOM CHARGE IS BROUGHT  |  |
| a. Name of Employer<br>Esper   |  | b. Tel. No.<br>(425) 954-3058  |
|  |  | c. Cell No.  |
|  |  | f. Fax. No.  |
| d. Address (Street, city, state, and ZIP code)<br>3600 136th PL SE Suite 210<br>Bellevue, WA 98006   | e. Employer Representative<br>Shiva Bodhireddy, Director of Legal                                      | g. e-mail  |
|  |  | h. Number of workers employed 50   |
| Office   | j. Identify principal product or service<br>Software & Programming                                     |  |
| The above-named employer has engaged in and is engage (list subsections) practices are practices affecting commerce within the mean meaning of the Act and the Postal Reorganization Act.  | of the National Labo   | r Relations Act, and these unfair labor                                  |
| 2. Basis of the Charge (set forth a clear and concise state. Within the past six months, the above-named Employee (b) (6), (b) (7)(C) in retaliation for engage of employment and in order to discourage employee and threatening to issue | loyer, by its officers, agents and representatives, ging in protected concerted activities, by, inter- | has been discriminating against<br>alia, protesting terms and conditions |
| 3. Full name of party filing charge (if labor organization, gi   | ve full name, including local name and number)   |  |
| 4a. Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C)  | )  | 4b. Tel. No.   |
|  |  | 4c. Cell No. (b) (6), (b) (7)(C)   |
|  |  | 4d. Fax No.  |
|  |  | 4e. e-mail<br>(b) (6), (b) (7)(C)  |
| 5. Full name of national or international labor organization   | of which it is an affiliate or constituent unit (to be filled  | in when charge is filed by a labor organization)                         |
| 6. DECLA I declare that I have read the above  | ve charge and that the statements  | Tel. No.   |
| (b) (6), (b) (7)(C) are true to the best of m  | (b) (6), (b) (7)(C)  | Office, if any, Cell No. (b) (6), (b) (7)(C)                             |
| (signature of representative or person making charge)  | (Print/type name and title or office, if any)  | Fax No.  |
| (b) (6), (b) (7)(C)  Address   | Date 5/8/2023  | e-mail<br>(b) (6), (b) (7)(C)  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

INTERNET FORM NLRB-501 (2-0B)

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case Date Filed 2/27/2023

INSTRUCTIONS:

| a. Name of Employer   | AGAINST WHOM CHARGE IS BROUGHT  |   |
|---|---|---|
|   |   | b. Tel. No. 360-577-5580  |
| Westlake Management Services Longview, WA Corporation   |   |   |
|   |   | c. Cell No. (b) (6), (b) (7)(C)   |
| 1 111 - 01-11   | e. Employer Representative  | f. Fax No.  |
| d. Address (Street, city, state, and ZIP code)  | e. Employer Representative  | g. e-Mail   |
| 3541 Industrial Way   | (b) (6), (b) (7)(C)   | (a)(a)(a)(a)(a)(a)(a)(a)(a)(a)(a)(a)(a)(  |
| Longview, WA 98632  |   | h. Number of workers employed 35  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Chemical Plant  | j. Identify principal product or service<br>Production of Chlorine, Caustic, and  | HCL   |
| k. The above-named employer has engaged in and is engagi  | ng in unfair labor practices within the meaning of se   | ection 8(a), subsections (1) and (list  |
| subsections) (5) and all applicable sections  | of the National La  | bor Relations Act, and these unfair labor   |
| practices are practices affecting commerce within the mea<br>within the meaning of the Act and the Postal Reorganization  |   | unfair practices affecting commerce   |
| 2. Basis of the Charge (set forth a clear and concise stateme   | ent of the facts constituting the alleged unfair labor p  | oractices)  |
|   |   |   |
| The above-named Employer has failed to bargain  |   |   |
| employment. This was done by implementing the   |   | 그렇게 하면 나 아내는 아이들이 가지 않는데 그리는 그렇게 되는데 하는데 하는데 하는데 하는데 하는데 하는데 하는데 하는데 하는데 하  |
| the Company and the Union had finalized contra  |   |   |
| company is willfully withholding retroactive pay the  | nat is owed surrounding this contract lang  | juage.  |
| All III III II   |   |   |
|   |   |   |
|   |   |   |
|   |   |   |
| 2 Full name of narty filing champ (if labor organization give   |   |   |
| 5. Pull harte of party lifting charge (il labor organization, give  | full name, including local name and number)   |   |
| The International Chemical Workers Union Coun   |   |   |
|   |   | 4b. Tel. No.  |
| The International Chemical Workers Union Coun   |   | 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C)   |
| The International Chemical Workers Union County 4a. Address (Street and number, city, state, and ZIP code)  |   |   |
| The International Chemical Workers Union County 4a. Address (Street and number, city, state, and ZIP code)  |   | 4c. Cell No. (b) (6), (b) (7)(C)  4d. Fax No.  4e. e-Mail   |
| The International Chemical Workers Union Counter 4a. Address (Street and number, city, state, and ZIP code)  (b) (6), (b) (7)(C)  | ocil/UFCW Local 747-C   | 4c. Cell No. (b) (6), (b) (7)(C)  4d. Fax No.  4e. e-Mail (b) (6), (b) (7)(C)   |
| The International Chemical Workers Union County 4a. Address (Street and number, city, state, and ZIP code)  | f which it is an affiliate or constituent unit (to be fille   | 4c. Cell No. (b) (6), (b) (7)(C)  4d. Fax No.  4e. e-Mail (b) (6), (b) (7)(C)   |
| The International Chemical Workers Union Counter 4a. Address (Street and number, city, state, and ZIP code)  (b) (6), (b) (7)(C)  5. Full name of national or international labor organization of organization) The International Chemical Workers  6. DECLARATION  | f which it is an affiliate or constituent unit (to be filled Union Council/UFCW   | 4c. Cell No. (b) (6), (b) (7)(C)  4d. Fax No.  4e. e-Mail (b) (6), (b) (7)(C)   |
| The International Chemical Workers Union Counter  4a. Address (Street and number, city, state, and ZIP code)  (b) (6), (b) (7)(C)  5. Full name of national or international labor organization of organization)  The International Chemical Workers  6. DECLARATI  I declare that I have read the above charge and that the statements                   | f which it is an affiliate or constituent unit (to be filled Union Council/UFCW   | 4c. Cell No. (b) (6), (b) (7)(C)  4d. Fax No.  4e. e-Mail (b) (6), (b) (7)(C)  d in when charge is filed by a labor   |
| The International Chemical Workers Union Counter  4a. Address (Street and number, city, state, and ZIP code)  (b) (6), (b) (7)(C)  5. Full name of national or international labor organization of organization)  The International Chemical Workers  6. DECLARATI I declare that I have read the above charge and that the statement (b) (6), (b) (7)(C) | f which it is an affiliate or constituent unit (to be filled Union Council/UFCW   | 4c. Cell No. (b) (6), (b) (7)(C)  4d. Fax No.  4e. e-Mail (b) (6), (b) (7)(C)  d in when charge is filed by a labor   |
| The International Chemical Workers Union Counter  4a. Address (Street and number, city, state, and ZIP code)  (b) (6), (b) (7)(C)  5. Full name of national or international labor organization of organization)  The International Chemical Workers  6. DECLARATI I declare that I have read the above charge and that the statement (b) (6), (b) (7)(C) | f which it is an affiliate or constituent unit (to be filled Union Council/UFCW  ON onts are true to the best of my knowledge and belief. | 4c. Cell No. (b) (6), (b) (7)(C)  4d. Fax No.  4e. e-Mail (b) (6), (b) (7)(C)  d in when charge is filed by a labor  Tel. No. (b) (6), (b) (7)(C)                           |
| The International Chemical Workers Union Counter  4a. Address (Street and number, city, state, and ZIP code)  (b) (6), (b) (7)(C)  5. Full name of national or international labor organization of organization)  The International Chemical Workers  6. DECLARATI I declare that I have read the above charge and that the statement (b) (6), (b) (7)(C) | f which it is an affiliate or constituent unit (to be filled Union Council/UFCW  ON only are true to the best of my knowledge and belief. | 4c. Cell No. (b) (6), (b) (7)(C)  4d. Fax No.  4e. e-Mail (b) (6), (b) (7)(C)  d in when charge is filed by a labor  Tel. No. (b) (6), (b) (7)(C)  Office, if any, Cell No. |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Page 1 of 1

FORM NLRB-501 (2-18)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |                      |
|----------------------------|--------------|----------------------|
| Case                       | 19-CA-313033 | Date Filed 2/27/2023 |

INSTRUCTIONS:

|  | OYER AGAINST WHOM CHARGE IS BROUGHT  |  |
|--|--|--|
| a. Name of Employer  |  | b. Tel. No.  |
| Hands-On Children's Museum   |  | (360) -95-6-08 (8  |
|  |  | c. Cell No.  |
|  |  | f. Fax. No.  |
| d. Address (Street, city, state, and ZIP code)   | e. Employer Representative   |  |
| 414 Jefferson Street N, Olympia, WA 98501  | (b) (6), (b) (7)(C)  | g. e-mail<br>(b)(6),(b)(7)(C)(@hocm.org  |
|  |  | h. Number of workers employed<br>70.00000000   |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Children's Museum  | j. Identify principal product or service<br>Educational Museum   |  |
| The above-named employer has engaged in and is engaged   | ging in unfair labor practices within the meaning of   | section 8(a), subsections (1) and  |
| (list subsections)   |  | abor Relations Act, and thest unfair labor   |
| practices are practices affecting commerce within the me   | aning of the Act, or these unfair labor practices affe   | cting commerce within the meaning of   |
| the Act and the Postal Reorganization Act.   |  |  |
| 2. Basis of the Charge (set forth a clear and concise state  | ement of the facts constituting the alleged unfair lab   | or practices)  |
| Within the past six (6) months, the above named I protected concerted activity.  |  |  |
| protected concerted activity.  | rive full name, including local name and number)   |  |
| 3. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code)  |  | (b) (6), (b) (7)(C)  |
| 3. Full name of party filing charge (if labor organization, g  |  | (b) (6), (b) (7)(C) 4c. Cel No.  |
| 3. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code)  |  |  |
| 3. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code)  |  | 4c. Cel No.  |
| 3. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code)  | e)   | 4c. Cel No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)   |
| 3. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C)  5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit <i>(to be fi</i>   | 4c. Cel No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  illed in when charge is filed by a labor organization, |
| 3. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C)  5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit <i>(to be fi</i>   | 4c. Cel No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)   |
| 3. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C)  5. Full name of national or international labor organization | an of which it is an affiliate or constituent unit <i>(to be fi</i> )  ARATION  we charge and that the statements  knowledge and belief. | 4c. Cel No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  illed in when charge is filed by a labor organization, |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED

| DO NOT WRITE IN THIS SPACE |                      |  |
|----------------------------|----------------------|--|
| Case<br>19-CA-313033       | Date Filed 4/18/2023 |  |

(b) (6), (b) (7)(C)

| CHARGE AGAINST  | EMPLOYER  | 19-CA-313033  | 4/18/2023                                       |
|---|---|---|---|
| INSTRUCTIONS: File an original with NLRB Regional Director for the region is  | n which the alleged unfair labo   | practice occurred or is occ   | urring-   |
|   | LOYER AGAINST WHOM C  |   |   |
| a. Name of Employer<br>Hands-On Children's Museum   |   |   | b. Tel. No.<br>(360) 956-0818                   |
|   |   |   | c. Cell No.                                     |
|   |   |   | f. Fax. No.                                     |
| d. Address (Street, city, state, and ZIP code)<br>313 Jefferson St N, Olympia, WA 98501   | e. Employer Representativ<br>(b) (6), (b) (7)(C)  | 9   | g. e-mail<br>(b) (6), (b) (7)(C) @hocm.org      |
|   |   |   | h. Number of workers employed                   |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Children's Museum   | j. Identify principal product<br>Childhood education an                                   | or service<br>d entertainment   |   |
| The above-named employer has engaged in and is enga<br>(list subsections)<br>practices are practices affecting commerce within the me<br>meaning of the Act and the Postal Reorganization Act.  | £14000000000000000000000000000000000000   | of the National Labor   | Relations Act, and these unfair labor           |
| 1) on or about (b) (6). (b) (7)(C), 2022, suspending it 2) on or about (b) (6), (b) (7)(C), 2022, deny that they have reasonable cause to believe would n 3) on or about (b) (6), (b) (7)(C), 2022, discipance of party filing charge (if labor organization, graph (b) (6), (b) (7)(C) | ing the requests of its empesult in disciplinary action plining (b) (6), (b) (7)(C) in re | loyees for union repres<br>being taken against the<br>etaliation for engaging p | entation in investigatory interviews<br>em; and |
| a. Address (Street and number, city, state, and ZIP code b) (6), (b) (7)(C)   | )   |   | 4b. Tel. No.<br>(b) (6), (b) (7)(C)             |
| 5)(0), (5) (1)(0)   |   |   | 4c. Cell No.                                    |
|   |   |   | 4d. Fax No.                                     |
|   |   |   | 4e. e-ma l<br>(b) (6), (b) (7)(C)               |
| Full name of national or international labor organization   | of which it is an affiliate or co   | nstituent unit (to be filled in   |   |
| 6. DECLAI   | RATION e charge and that the statem   | ents  | Tel. No.<br>(b) (6), (b) (7)(C)                 |
| (15) (16) (16) ( ( ) ( ) ( )  | knowledge and belief.<br>(b) (6), (b)   |   | Office, if any, Cell No.                        |
| (signature of representative or person making charge)   | (Print/type name and  | tille or office, if any)  | Fax No.   |
| ddress (b) (6), (b) (7)(C)  | Date  | 4/18/27   | e-mail  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

## SECOND AMENDED CHARGE AGAINST EMPLOYER INSTRUCTIONS:

| DO NOT WRITE | IN THIS SPACE |
|--------------|---------------|
| Case         | Date Filed    |
| 19-CA-313033 | 8/17/2023     |

| Name of Employer   | EMPLOYER AGAINST WHOM CHARGE IS BROU   | b. Tel. No.   |
|--|--|---|
| Hands-On Children's Museum   |  | (360) 956-0818  |
| The state of           |  | c. Cell No.   |
|  |  |   |
| Address (Street, city, state, and ZIP code)  | e. Employer Representative   | f. Fax No.  |
| 414 Jefferson St N, Olympia, WA  | (b) (6), (b) (7)(C)  |   |
| 98501  |  | g. e-mail<br>(b) (6), (b) (7)(G) hocm.org   |
|  |  |   |
|  |  | h. Number of Workers Employed   |
| Type of Establishment (factory, mine,  | j. Identify Principal Product or Service   |   |
| wholesaler, etc.)  | ). Identity i fincipal Product of Service  |   |
| Children's museum  | Childhood education and entertainment  |   |
| a management a maddam  | Childriood education and entertainment   |   |
| 2) on or about (b) (c), (b) (7)(c)   | this guaranteed in Section 7 of the Act by:  mployee, (b) (6), (b) (7)(C) or engaging in protected concepts threatening its employees with discipline or of the Act by:  | erted activities;<br>lischarge in retaliation for engaging in protected,  |
| reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interror of other employees; on (b) (6), (b) (7)(C), 2022, discipling   | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a ing its employee, (6) (6), (6) (7)(C) in retaliation for engage   | ctivities and/or the protected concerted activities<br>ging in protected, concerted activities.   |
| 3) on(b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interroof other employees; 5) on (b) (6), (b) (7)(C), 2022, discipling the context of party filing charge (if labor organics) (b) (6), (b) (7)(C)  | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a ing its employee, (b) (b) (b) (f) (c) in retaliation for enganization, give full name, including local name and number of the content of the cont | activities and/or the protected concerted activities<br>ging in protected, concerted activities.  |
| <ul> <li>a) or (b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interror of other employees;</li> <li>b) on (b) (6), (b) (7)(C), 2022, discipling the context of party filing charge (if labor organity) (b) (6), (b) (7)(C)</li> <li>4a. Address (Street and number, city, state, and</li> </ul>  | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a ing its employee, (b) (b) (b) (f) (c) in retaliation for enganization, give full name, including local name and number of the content of the cont | ctivities and/or the protected concerted activities<br>ging in protected, concerted activities.   |
| <ul> <li>a) on (b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interroof other employees;</li> <li>b) on (b) (6), (b) (7)(C), 2022, discipling the context of the co</li></ul>         | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a ing its employee, (b) (b) (b) (f) (c) in retaliation for enganization, give full name, including local name and number of the content of the cont | activities and/or the protected concerted activities<br>ging in protected, concerted activities.  |
| <ul> <li>a) on(b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interror of other employees;</li> <li>b) on(b) (6), (b) (7)(C), 2022, discipling the context of the context of</li></ul> | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a ing its employee, (b) (b) (b) (f) (c) in retaliation for enganization, give full name, including local name and number of the content of the cont | ctivities and/or the protected concerted activities ging in protected, concerted activities.  ber)  4b Tel No (b) (7)(C)  |
| 3) on(b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interroof other employees:  5) on(b) (6), (b) (7)(C), 2022, discipling the control of the           | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a ing its employee, (b) (b) (b) (f) (c) in retaliation for enganization, give full name, including local name and number of the content of the cont | ctivities and/or the protected concerted activities ging in protected, concerted activities.  ber)  4b Tel No (b) (7)(C)  |
| <ul> <li>a) on(b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interror of other employees;</li> <li>b) on(b) (6), (b) (7)(C), 2022, discipling the context of party filing charge (if labor organics) (b) (6), (b) (7)(C)</li> <li>4a. Address (Street and number, city, state, and</li> </ul>  | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a ing its employee, (b) (b) (b) (f) (c) in retaliation for enganization, give full name, including local name and number of the content of the cont | ctivities and/or the protected concerted activities ging in protected, concerted activities.  ber)  4b Tel No (b) (7)(C)  4c. Cell No.  |
| 3) on(b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interror of other employees:  5) on (b) (6), (b) (7)(C), 2022, discipling the control of party filing charge (if labor organity) (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and (b) (6), (b) (7)(C)   | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a sing its employee, (6) (6), (6), (7)(C) in retaliation for engagination, give full name, including local name and number 2IP code)  | ctivities and/or the protected concerted activities ging in protected, concerted activities.  ber)  4b. Tel. No.  (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  |
| 3) on(b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interror of other employees:  5) on (b) (6), (b) (7)(C), 2022, discipling the control of party filing charge (if labor organity) (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and (b) (6), (b) (7)(C)   | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a ing its employee, (b) (b) (b) (f) (c) in retaliation for enganization, give full name, including local name and number of the content of the cont | ctivities and/or the protected concerted activities ging in protected, concerted activities.  ber)  4b. Tel. No.  (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  |
| 3) or (b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interror of other employees;  5) on (b) (6), (b) (7)(C), 2022, discipling the context of           | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a sing its employee, (6) (6), (6), (7)(C) in retaliation for engagination, give full name, including local name and number 2IP code)  | ctivities and/or the protected concerted activities ging in protected, concerted activities.  der)  4h Tel No (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  (to be filled in when charge is filed by a labor  |
| 3) or (b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interror of other employees; 5) on (b) (6), (b) (7)(C), 2022, discipling a full name of party filing charge (if labor organics) (b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and (b) (6), (b) (7)(C)  | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a sing its employee, (b) (c) (d) (f)(C) in retaliation for engagization, give full name, including local name and number 2IP code)  | ctivities and/or the protected concerted activities ging in protected, concerted activities.  der)  4h Tel No (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  (to be filled in when charge is filed by a labor  |
| 3) or (b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interror of other employees; 5) on (b) (6), (b) (7)(C), 2022, discipling (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and (b) (6), (b) (7)(C)  5. Full name of national or international labor or organization)  | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a sing its employee, (b) (b) (c) (c) in retaliation for engaging action, give full name, including local name and number 2IP code)  | ctivities and/or the protected concerted activities ging in protected, concerted activities.  ber)  4h. Tel. No. (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C) (to be filled in when charge is filed by a labor  Tel. No. (b) (6), (b) (7)(C)                                  |
| 3) on(b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interrol of other employees:  5) on (b) (6), (b) (7)(C), 2022, discipling the control of party filing charge (if labor organics) (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and (b) (6), (b) (7)(C)  5. Full name of national or international labor or organization)   | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a sing its employee, (b) (b) (c) (c) in retaliation for engaging action, give full name, including local name and number 2IP code)  | ctivities and/or the protected concerted activities ging in protected, concerted activities.  der)  4h Tel No (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  (to be filled in when charge is filed by a labor  |
| 3) on (b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interror of other employees;  5) on (b) (6), (b) (7)(C), 2022, discipling the control of           | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a sing its employee, (b) (c), (b) (7)(C) in retaliation for enganization, give full name, including local name and number of ZIP code)  ganization of which it is an affiliate or constituent unit claration of which it is an affiliate or constituent unit statements are true to the best of my (b) (6), (b) (7)(C)  | ctivities and/or the protected concerted activities ging in protected, concerted activities.  der)  4h Tal No (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  (to be filled in when charge is filed by a labor  Tel. No. (b) (6), (b) (7)(C)  Office, if any, Cell No.          |
| 3) or (b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interror of other employees;  5) on (b) (6), (b) (7)(C), 2022, discipling the context of           | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a sing its employee, (b) (c), (b) (7)(C) in retaliation for enganization, give full name, including local name and number of ZIP code)  ganization of which it is an affiliate or constituent unit claration of which it is an affiliate or constituent unit statements are true to the best of my (b) (6), (b) (7)(C)  | ctivities and/or the protected concerted activities ging in protected, concerted activities.  ber)  4h. Tel. No. (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C) (to be filled in when charge is filed by a labor  Tel. No. (b) (6), (b) (7)(C)                                  |
| 3) or (b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interror of other employees;  5) on (b) (6), (b) (7)(C), 2022, discipling the context of           | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a sing its employee, (b) (c) (b) (f)(c) in retaliation for engagination, give full name, including local name and number of ZIP code)  ganization of which it is an affiliate or constituent unit statements are true to the best of my (b) (6), (b) (7)(C)  (Print/type name and title or office, if any)  | ctivities and/or the protected concerted activities ging in protected, concerted activities ber)  4h Tel No (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  (to be filled in when charge is filed by a labor  Tel. No. (b) (6), (b) (7)(C)  Office, if any, Cell No.  Fax No.   |
| 3) or (b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interror of other employees;  5) on (b) (6), (b) (7)(C), 2022, discipling the context of           | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a sing its employee, (b) (c) (b) (f)(c) in retaliation for engagination, give full name, including local name and number of ZIP code)  ganization of which it is an affiliate or constituent unit statements are true to the best of my (b) (6), (b) (7)(C)  (Print/type name and title or office, if any)  | ctivities and/or the protected concerted activities ging in protected, concerted activities.  ber)  4h Tel No (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  (to be filled in when charge is filed by a labor  Tel. No. (b) (6), (b) (7)(C)  Office, if any, Cell No.  Fax No. |
| 3) or (b) (6), (b) (7)(C) 2022, denying reasonable cause to believe would result on or about (b) (6), (b) (7)(C) interror of other employees;  5) on (b) (6), (b) (7)(C), 2022, discipling the context of party filing charge (if labor organics) (b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and (b) (6), (b) (7)(C)  5. Full name of national or international labor or organization)  6. Full name of national or international labor or organization)  6. Full name of national or international labor or organization)  | the request of its employees for union representation it in disciplinary action being taken against them; gating its employees about their protected concerted a sing its employee, (b) (b) (f)(C) in retaliation for engagization, give full name, including local name and number of ZIP code)  ganization of which it is an affiliate or constituent unit statements are true to the best of my  (b) (6), (b) (7)(C)  (Print/type name and title or office, if any)   | ctivities and/or the protected concerted activities ging in protected, concerted activities.  ber)  4h. Tal. No. (b) (6), (b) (7)(C)  4c. Cell No.  4d. Fax No.  4e. e-mail (b) (6), (b) (7)(C)  (to be filled in when charge is filed by a labor  Tel. No. (b) (6), (b) (7)(C)  Office, if any, Cell No.       |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |            |
|----------------------------|--------------|------------|
| Case                       |              | Date Filed |
|                            | 19-CA-313074 | 2/28/2023  |

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| File an original with NLRB Regional Director for the region in   | ·   | irring.                                 |
|--|---|---|
|  | OYER AGAINST WHOM CHARGE IS BROUGHT                               |   |
| a. Name of Employer  |   | b. Tel. No.                             |
| Geo Group Inc.   |   | (253) 396-1611                          |
|  |   | c. Cell No.                             |
|  |   |   |
|  |   | f. Fax. No.                             |
|  | I. Faralana Barana da Gara  | _                                       |
| d. Address (Street, city, state, and ZIP code)<br>1623 E. J. St. | e. Employer Representative  | g. e-mail                               |
| 1023 E. J. St.   | (b) (6), (b) (7)(C)   | g. o maii                               |
|  |   | (b)(6),(b) @geogroup.com                |
| WA Tacoma 98421  |   | h. Number of workers employed           |
|  |   | 300                                     |
| i. Type of Establishment (factory, mine, wholesaler, etc.)       | i. Identify principal product or service                          |   |
| Others   | ICE Processing Facility.  |   |
| The above-named employer has engaged in and is engaged           |   | on 9(a) subsections (1) and             |
|  |   | ,                                       |
| (list subsections) 5   |   | r Relations Act, and these unfair labor |
| practices are practices affecting commerce within the me         | aning of the Act, of these unfail labor practices are prac-       | cuces affecting commerce within the     |
| meaning of the Act and the Postal Reorganization Act.            |   |   |
| 2. Basis of the Charge (set forth a clear and concise state      | ement of the facts constituting the alleged unfair labor p        | ractices)                               |
|  |   |   |
| See additional page  |   |   |
| o o o a a a a a a a a a a a a a a a a a                          |   |   |
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|  |   |   |
|  |   |   |
|  |   |   |
| (b) (6), (b) (7)(C)  | give full name, including lo                                      |   |
| Local 883  |   | Ab Tol No                               |
| 4a. Address (Street and number, city, state, and ZIP cod         | e)  | 4b. Tel. No.                            |
|  |   | (b) (6), (b) (7)(C)                     |
| (b) (6), (b) (7)(C)  |   | 4c. Cell No.                            |
| (3) (3), (3) (1)(3)  |   |   |
|  |   | 4d. Fax No.                             |
|  |   |   |
|  |   | 4e. e-mail                              |
|  |   | (b) (6), (b) (7)(C)                     |
| 5. Full name of national or international labor organizatio      | n of which it is an affiliate or constituent unit (to be filled i |   |
|  |   | , , ,                                   |
| UGSOA  |   |   |
|  | ARATION   | Tel. No.                                |
|  | ove charge and that the statements                                | (b) (6), (b) (7)(C)                     |
| are true to the best of n<br>(b) (6), (b) (7)(C)                 | ny knowledge and belief.  | Office, if any, Cell No.                |
|  | (b) (6), (b) (7)(C)   |   |
|  |   | Fax No.                                 |
| (signature of representative or person making charge)            | (Print/type name and title or office, if any)                     | I da No.                                |
| (b) (6), (b) (7)(C)  |   | i i                                     |
|  |   | '1                                      |
| Address  | Date 02/28/2023 11:10:36 AM                                       | e-mail<br>(b) (6), (b) (7)(C)           |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

### **Basis of the Charge**

#### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER ,

| DO NOT WRITE IN THIS SPACE |              |            |
|----------------------------|--------------|------------|
| Case                       |              | Date Filed |
|                            | 19-CA-313079 | 2/28/2023  |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| File an original with NLRB Regional Director for the region in | which the alleged unfair labor practice occurred or is occurr     | ing.  |
|--|---|---|
| 1. EMPL  | OYER AGAINST WHOM CHARGE IS BROUGHT                               |   |
| a. Name of Employer  |   | b. Tel. No.                                   |
| Geo Group Inc.   |   | (253) 396-1611                                |
|  |   | c. Cell No.                                   |
|  |   | f. Fax. No.                                   |
| d. Address (Street, city, state, and ZIP code)                 | e. Employer Representative  | a a mail                                      |
| 1623 E J Street  | (b) (6), (b) (7)(C)   | g. e-mail                                     |
|  |   | <sup>(b) (6), (b)</sup> @geogroup.com         |
| WA Tacoma 98421  |   | h. Number of workers employed 300             |
| i. Type of Establishment (factory, mine, wholesaler, etc.)     | j. Identify principal product or service                          |   |
| Others   | ICE Processing Center.  |   |
| The above-named employer has engaged in and is engaged         |   | n8(a) subsections (1) and                     |
| (list subsections) 5   |   | Relations Act, and these unfair labor         |
| practices are practices affecting commerce within the me       |   |   |
| meaning of the Act and the Postal Reorganization Act.          | aning of the Act, of these unian labor practices are pract        | ices affecting commerce within the            |
|  |   |   |
| 2. Basis of the Charge (set forth a clear and concise state    | ement of the facts constituting the alleged unfairlabor pra       | actices)                                      |
| See additional page  |   |   |
| 1 3  |   |   |
|  |   |   |
|  |   |   |
|  |   |   |
|  | in full and a single stimula                                      |   |
| Local 883  | give full name, including lo (b) (6), (b) (7)(C) er)              |   |
| 4a. Address (Street and number, city, state, and ZIP code      | e)  | 4b. Tel. No.                                  |
|  |   | (b) (6), (b) (7)(C)                           |
|  |   | 4c. Cell No.                                  |
| (b) (6), (b) (7)(C)  |   |   |
|  |   | 4d. Fax No.                                   |
|  |   |   |
|  |   | 4e. e-mail                                    |
|  |   | (b) (6), (b) (7)(C)                           |
| 5. Full name of national or international labor organizatio    | n of which it is an affiliate arcanctituant unit (to be filled in |   |
| 5. Full fiame of fiational of international labor organizatio  | noi which it is an animate of constituent unit (to be filled if   | when charge is filed by a labor organization) |
| UGSOA  |   |   |
| 6 DECL   | ARATION   | Tel. No.                                      |
| I declare that I have read the abo                             | ove charge and that the statements                                | (b) (6), (b) (7)(C)                           |
|  | ny knowledge and belief.  |   |
| (b) (6), (b) (7)(C)  | (b) (6), (b) (7)(C)   | Office, if any, Cell No.                      |
|  | (5) (5), (5) (1)(5)   |   |
| (signature of representative or person making charge)          | (Print/type name and title or office, if any)                     | Fax No.                                       |
| (b) (6), (b) (7)(C)  |   |   |
|  | Date 02/28/2023 11:20:33 AM                                       | e-mail  |
| Address  | Date Description  | (b) (6), (b) (7)(C)                           |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

### **Basis of the Charge**

#### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |              |                      |
|----------------------------|--------------|----------------------|
| Case                       | 19-CA-313121 | Date Filed 2/27/2023 |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred | or is occurring. |
|---|------------------|
|---|------------------|

| 1. EMPL  | OYER AGAINST WHOM CHARGE IS BROUGHT   | 7   |
|--|---|---|
| a. Name of Employer<br>DTG Recycling   |   | b. Tel. No.<br>425-549-3000   |
|  |   | c. Cell No.   |
|  |   | f. Fax. No.   |
| d. Address (Street, city, state, and ZIP code)<br>22745 29th Dr SE<br>Suite 200<br>Bothell, WA 98021   | (b) (6), (b) (7)(C)   | (a) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d                                    |
|  |   | h. Number of workers employed 130   |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Recycling   | j. Identify principal product or service<br>Recycling construction, demolition, and manuf | facturing materials   |
| The above-named employer has engaged in and is engage (list subsections) 3 practices are practices affecting commerce within the memeaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise state) | of the National Labo<br>aning of the Act, or these unfair labor practices are pra         | or Relations Act, and these unfair labor ctices affecting commerce within the |
| Within the previous six months, the Employer has protected by Section 7 of the Act by threatening to 3. Full name of party filing charge (if labor organization, g   | retaliate and retaliating against employee(s) for   |   |
| Teamsters Local Union No. 117  |   | 10. + 1 85  |
| 4a. Address (Street and number, city, state, and ZIP code<br>14675 Interurban Avenue S., Ste 307<br>Tukwila, WA 98168  | <del>2</del> )  | 4b. Tel. No.<br>206-441-4860  |
| Tukwiia, WA 90100  |   | 4c. Cell No.  |
|  |   | 4d. Fax No.<br>206-441-3153   |
|  |   | 4e. e-mail<br>fallon.schumsky@teamsters117.org                                |
| 5. Full name of national or international labor organization<br>International Brotherhood of Teamsters   | of which it is an affiliate or constituent unit to be filled                              |   |
| DECLARATION  I declare that I have read the above charge and that the statements   |   | in when charge is filed by a labor organization)                              |
|  | ARATION   | Tel. No. 206-441-4860   |
| I declare that I have read the abo   | ARATION   | Tel. No.  |
| I declare that I have read the abo   | ARATION ve charge and that the statements ny knowledge and belief.                        | Tel. No.<br>206-441-4860  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST

**EMPLOYER** 

| DO NOT WRITE IN THIS SPACE |                       |  |
|----------------------------|-----------------------|--|
| Case<br>19-CA-313121       | Date Filed 3/17//2023 |  |

INSTRUCTIONS:

| ile an original with MI DR D | enional Director for the region | in which the alleged unfair labor | r practice occurred or is occurring. |
|------------------------------|---------------------------------|-----------------------------------|--------------------------------------|
|                              |                                 |                                   |                                      |

| 1. EMPL   | OYER AGAINST WHOM CHARGE IS BROUGHT   |  |  |
|---|---|--|--|
| a. Name of Employer DTG Recycling   |   | b. Tel. No.<br>425-549-3000<br>c. Cell No.       |  |
|   |   |  |  |
| d. Address (Street, city, state, and ZIP code)<br>22745 29th Dr SE<br>Suite 200<br>Bothell, WA 98021                | (b) (6), (b) (7)(C)   | (b) (6), (b) (7)(G) @dtgrecycle.com              |  |
|   |   | h. Number of workers employed 130                |  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Recycling   | j. Identify principal product or service<br>Recycling construction, demolition, and manus | facturing materials                              |  |
| The above-named employer has engaged in and is engaged  | ging in unfair labor practices within the meaning of sec                                  | tion 8(a), subsections (1) and                   |  |
| (list subsections) 3  | 경기구 하는 하는 사람들이 가장하는 것 같아. 그 사람들이 되었다면 하는 사람들이 없다.   | or Relations Act, and these unfair labor         |  |
| practices are practices affecting commerce within the me  |   |  |  |
| 하는 하는 마음이 그렇게 하는 바로 하는데 그리고 하고 하는데  | aning of the Act, of these diffall labor practices are pra                                | icuces affecting commerce within the             |  |
| meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise state) |   |  |  |
| 3. Full name of party filing charge (if labor organization, g<br>Teamsters Local Union No. 117                      | ive full name, including local name and number)   |  |  |
| 4a. Address (Street and number, city, state, and ZIP code 14675 Interurban Avenue S., Ste 307                       | e)  | 4b. Tel. No.<br>206-441-4860                     |  |
| Tukwila, WA 98168   |   | 4c. Cell No.                                     |  |
|   |   | 4d. Fax No.<br>206-441-3153                      |  |
|   |   | 4e. e-mail<br>fallon.schumsky@teamsters117.org   |  |
| 5. Full name of national or international labor organization<br>International Brotherhood of Teamsters              | n of which it is an affiliate or constituent unit (to be filled                           | in when charge is filed by a labor organization) |  |
| I declare that I have read the abo  | ARATION ve charge and that the statements   | Tel. No.<br>206-441-4860                         |  |
| Fight are true to the best of h   | ny knowledge and belief.<br>Fallon Schumsky, General Counsel                              | Office, if any, Cell No.                         |  |
| (signature of representative or person making charge)   | (Print/type name and title or office, if any)   | Fax No.<br>206-441-3153                          |  |
| Address 14675 Interurban Ave S., Ste. 307 Tukwi   |   |  |  |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

- In about September 2022, the Employer, through (b) (6), (b) (7)(C) , violated the Act by instructing employees not to discuss the Union;
- On or about (b) (6), (b) (7)(C), 2022, the Employer constructively discharged employee (b) (6), (b) (7)(C) due to (b) (a) union activities and support for a labor organization and in order to discourage employees from engaging in such activities;
- In about 2022, the Employer stopped sending new employees to 6 for training and instructed employees not to go to 6 for training, because had engaged in union activities and/or to discourage other employees from engaging in such activities;
- In about (b) (6), (b) (7)(C) the Employer constructively discharged (b) (6), (b) (7)(C) because (c) had engaged in union activities and/or to discourage other employees from engaging in such activities;
- On or about March 2, 2023 the Employer, through (b) (6), (b) (7)(C) , violated the Act by conducting a mandatory employee meeting and impliedly threatened employees with discharge and impliedly threatened employees with job loss if they supported a union or selected a union to represented them and materially misrepresented employees' dues obligations in order to undermine employee support for the union;
- On or about [6] (6) (7) (7) due to union activities and support for a labor organization and in order to discourage employees from engaging in such activities.

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| DO NOT WRITE IN THIS SPACE |                      |  |
|----------------------------|----------------------|--|
| Case<br>19-CA-313121       | Date Filed 3/29/2023 |  |

INSTRUCTIONS:

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. 425-549-3000 DTG Recycling c. Cell No. f. Fax. No. d. Address (Street, city, state, and ZIP code) ntative (b) (6), (b) (7)(C) 22745 29th Dr SE @dtgrecycle.com Suite 200 Bothell, WA 98021 h. Number of workers employed

i. Type of Establishment (factory, mine, wholesaler, etc.) Recycling

j. Identify principal product or service

Recycling construction, demolition, and manufacturing materials

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attached Document

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local Union No. 117

4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Avenue S., Ste 307

Tukwila, WA 98168

4b. Tel. No. 206-441-4860

4c. Cell No.

4d Fax No. 206-441-3153

4e e-mail

fallon.schumsky@teamsters117.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Fallon Schumsky, General Counsel

(signature of representative or person making charge)

Address 14675 Interurban Ave S., Ste. 307 Tukwila, WA 98168

(Print/type name and title or office, if any)

Date 3/29/2023

Fax No.

Tel No.

206-441-3153

206-441-4860

Office, if any, Cell No.

fallon.schumsky@teamsters117.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

- In about September 2022, the Employer, through (b) (6), (b) (7)(C) the Act by instructing employees not to discuss the Union;
- On or about (b) (6), (b) (7)(C), 2022, the Employer constructively discharged employee (b) (6), (b) (7)(C) due to union activities and support for a labor organization and in order to discourage employees from engaging in such activities;
- In about [10] 2022, the Employer stopped sending new employees to [10] for training and instructed employees not to go to [10] for training, because [10] had engaged in union activities and/or to discourage other employees from engaging in such activities;
- In about (b) (6), (b) (7)(C) 2022 the Employer constructively discharged (b) (6), (b) (7)(C) because (c) had engaged in union activities and/or to discourage other employees from engaging in such activities;
- On or about (b) (6), (b) (7)(C), 2023, the Employer suspended (b) (6), (b) (7)(C) and then terminated on about (b) (6), (b) (7)(C), 2023 because had engaged in union activities and/or to discourage other employees from engaging in such activities;
- On or about March 2, 2023 the Employer, through (b) (6), (b) (7)(C) , violated the Act by conducting a mandatory employee meeting and impliedly threatened employees with discharge and impliedly threatened employees with job loss if they supported a union or selected a union to represented them, suggested that selecting a union to represent them would be futile and materially misrepresented employees' dues obligations in order to undermine employee support for the union;
- On March 3, 2023, in a letter distributed to all employees, the Employer violated the Act by suggesting that selecting a union to represent them would be futile and by making material misrepresentations about the role and function of the union to undermine the employee support for the union.
- On or about [6] (6), (6), (7) (7) because [6] had engaged in union activities and/or to discourage other employees from engaging in such activities;
- On or about (b) (6), (b) (7)(C) due to union activities and support for a labor organization and in order to discourage employees from engaging in such activities.

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE |            |  |
|----------------------------|------------|--|
|                            | Date Filed |  |
| 19-CA-313122               | 2/28/2023  |  |

#### **INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. EMPL   | OYER AGAINST WHOM CHARGE IS BROUGHT                          |   |
|---|--|---|
| a. Name of Employer   |  | b. Tel. No.<br>(b) (6), (b) (7)(C)                  |
| C&W Services  |  | c. Cell No.<br>(b) (6), (b) (7)(C)                  |
|   |  | f. Fax. No.   |
| d. Address (Street, city, state, and ZIP code)  | e. Employer Representative                                   | g. e-mail   |
| 117 Kendrick Street<br>Suite 250  | (b) (6), (b) (7)(C)  | (b) (6), (b) (7)(C) @cwservices.com                 |
| Needham, MA 02494   |  | h. Number of workers employed<br>Approx 150         |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Janitorial  | j. Identify principal product or service<br>Janitorial       |   |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) |  |   |
| Within the last six months, the employer retaliated   | ,  | rkplace rights.                                     |
| 3. Full name of party filing charge (if labor organization, gasenda Amolo   | ive full name, including local name and number)              |   |
| 4a. Address (Street and number, city, state, and ZIP code   | 2)   | 4b. Tel. No.<br>206-448-7348                        |
| 3720 Airport Way S<br>Seattle, WA 98134   |  | 4c. Cell No.<br>206-619-8423                        |
|   |  | 4d. Fax No.   |
|   |  | 4e. e-mail<br>bamolo@seiu6.org                      |
| 5. Full name of national or international labor organization  | of which it is an affiliate or constituent unit (to be fille | nd in when charge is filed by a labor organization) |
| Service Employees International Union, Local 6  |  |   |
| 6. DECLARATION  I declare that I have read the above charge and that the statements   |  | Tel. No. 206-448-7348                               |
| are true to the best of my knowledge and belief.  Brenda Amolo  Brenda Amolo  |  | Office, if any, Cell No. 206-619-8423               |
| (signature of representative or person making charge)   | (Print/type name and title or office, if any)                | Fax No.   |
| 3720 Airport Way S, Seattle, WA 98134  Address  |  | e-mail<br>bamolo@seiu6.org                          |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

### https://www.nlrb.gov/sites/default/files(b) (6), (b) (7)(C)

FORM NLRB-508 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION DO NOT WRITE IN THIS SPACE

Case Date Filed 2/2/2023

OR ITS AGENTS INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1 LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT b. Union Representative to contact SECURITY (b) (6), (b) (7)(C) Professionals of AMERICA (SPFPA) International Union SPFPA 586 772 7250 e-Mail Roseville Mi p spfph.org h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

\*\*Demanding backdues or face termination without cause.

\*\*Past Practices of Shift pay differential revoked W/o cause. \* Failure to honor and abide by 2020 Contract regarding wage \* Disperity in HEALTH and welfare compensation with other employees. XI am employed as a Stated in the Termination Request 3 Name of Employer 4a. Tel. No b. Cell No. AMEVICAN Eagle Protective Services

AMEVICAN Eagle Protective Serv c. Fax No. d. e-Mail 6. Employer representative to contact (b) (6), (b) (7)(C) 1200 Skate Street Strade NAVAL BASE Bungor 7 Type of establishment (factory, mine, wholesaler, etc.) 8. Identify principal product or service Decurity Contractor 11a, Tel. No. 10. Full name of party filing charge (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) c. Fax No (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 1 dec (b) (6), (b) (7)(C) 12. DECLARATION at the statements th Tel No (b) (6), (b) (7)(C) <sup>Ce</sup>(b) (6), (b) (7)(C) Ву (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMEN

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

| DO NOT WRITE IN | THIS SPACE |
|-----------------|------------|
| Case            | Date Filed |
| 19-CB-311527    | 2-3-2023   |

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

| 1 LABOR ORGANIZATION C   | OR ITS AGENTS  | AGAINST WHICH CHA                             | ARGE IS BROUGH   | -(T                  |   |
|--|--|---|--|----------------------|---|
|  |  |   | b) (6), (b) (7)(C)   |                      |   |
| c. Address (Street, city, state, and ZIP code)<br>9125 15th Place S  |  |   | d Tel. No.<br>(206) 764-0  | 302                  | e. Cell No.   |
| Seattle, WA 98108  |  |   | f. Fax. No.<br>(206) 764-0303  |                      | 4   |
|  |  |   | g e-mail<br>Die @iam751 org  |                      |   |
| h. The above-named labor organization has engaged in and is<br>(1)(A) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.  |  | of the Na                                     | itional Labor Rela   | tions Act.           | and these unfair labor                                    |
| 2. Basis of the Charge (set forth a clear and concise statement Within the past six months, the above-named labor organized representation that it owes to (b) (c), (b) (7)(C) by failing a the Boeing Company, for reasons that are arbitrary, disc | anization, by its<br>nd refusing to f                    | officers, agents and<br>ile and process a gri | ur labor practices)<br>representatives<br>evance on <sup>orga</sup> bi | , has vio            | lated the duty of fair r <sup>016x</sup> termination from |
| 3. Name of Employer The Boeing Company   |  | 4a Tel No.<br>(206)655-1131                   | b. Cell No   |                      | c Fax No  |
| , ne ostring company   |  | d e-mail                                      |  |                      |   |
| 5. Location of plant involved (street, city, state and ZIP code)<br>700 15th St. SW, Auburn, WA 98001  |  |   | (b) (6), (b  | epresenta<br>) (7)(C | tive to contact   |
| Type of establishment (factory, mine, wholesaler, etc.)     Emergent Operations  | Identify principal product or service     Airplane parts |   |  | 9 Number<br>1,000 +  | of workers employed                                       |
| 10 Full name of party filing charge (b) (6), (b) (7)(C)  |  |   |  |                      |   |
| (b) (6), (b) (7)(C)  | 1  | 11a Tel No.<br>(b) (6), (b) (7)(C)            | b. Cell No.  |                      | c. Fax No.  |
|  |  | d e-mail<br>(b) (6), (b) (7)(                 | C)   |                      |   |
| 12. DECLARA I declare that I have read the above or  | TION<br>harge and that the                               | statements                                    | (b)  | No.<br>(6), (b) (    | 7)(C)   |
| (b) (6), (b) (7)(C) he best of my kn   | owledge and beli-  | ef<br>), (b) (7)(C)                           | Ce   | ell No               |   |
| . signature or representante or person making charge)  | (Print/type r  | name and little or office if a                | (ny) Fa  | x No.                |   |
| Address (b) (6), (b) (7)(C)  |  | Date 02/03                                    | 12023  | mail<br>) (6), (b    | ) (7)(C)  |
| Negligos ( ) ( ) ( ) ( )   |  |   |  | (0), (0              | / \   |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

| Case  19-CB-31193  Regional Director of the region in water that the company of the region in water than the region in the company of the region in the regi |  |  |  |  |
|--|--|--|--|--|
| 19-CB-31193 Regional Director of the region in v   |  |  |  |  |
|  | which the alleged unfair labor practice  |  |  |  |
| GENTS AGAINST WHICH CHARGE IS  | which the aneged unital rapor practice   |  |  |  |
|  | BROUGHT  |  |  |  |
|  | b. Union Representative to Contact   |  |  |  |
| d. Tel. No.<br>(866)371-3200   | e.e. Cell No.  |  |  |  |
| f. Fax No.   | g. e-Mail<br>(b) (6), (b) (7)(C) @seiu775.c  |  |  |  |
| labor practices are unfair practices aff<br>eaning of the Act and the Postal Reon<br>the facts constituting the alleged unfair<br>our organization has restrained  |  |  |  |  |
| 4a. Tel. No.   | 4b. Cell No.   |  |  |  |
| 4c. Fax No.  | 4d. e Mail<br>one of the one of the |  |  |  |
| 6. Employer representa   | 6. Employer representative to contact  |  |  |  |
| (b) (6), (b) (7)(C)  |  |  |  |  |
| cipal product or service   | Number of Workers employed   |  |  |  |
| health care  | 1000   |  |  |  |
| 11a. Tel. No.<br>(b) (6), (b) (7)(C)   | 11b. Cell No.  |  |  |  |
| 11c. Fax No.   | 11d e Mail<br>(b) (6), (b) (7)(C)  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| statements therein are true to the b   |  |  |  |  |
|  | Tel No.  |  |  |  |
| b) (6), (b) (7)(C)   | (b) (6), (b) (7)(C)  |  |  |  |
| Print/type name and title or office, if an   | y Cell No.   |  |  |  |
| Date:  | Fax No.  |  |  |  |
| 1-2-202  | e Mail   |  |  |  |
|  | health care  11a. Tel. No. (b) (6), (b) (7)(C)  11c. Fax No.  DECLARATION  statements therein are true to the box (6), (b) (7)(C)  Print/type name and title or office, if an  |  |  |  |

## WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

#### **CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS**

| DO NOT WRITE IN THIS SPACE |                      |  |
|----------------------------|----------------------|--|
| Case 19-CB-312399          | Date Filed 2/15/2023 |  |

| INSTRUCTIONS: File an original with NLRB Regional Director for the                                  | region in which the alleged u                           | ntair labor pra               | actice occurr                | ed or is occurring.                  |
|---|---|-------------------------------|------------------------------|--------------------------------------|
| 1. LABOR ORGANIZATION OR ITS  | AGENTS AGAINST WHICH                                    |                               |                              |                                      |
| a. Name   |   | b. Union Re                   | presentative                 | to contact                           |
| Teamsters Local 174   |   | (b) (6), (                    | b) (7)(C)                    |                                      |
|   |   | Title: (b) (                  | 6), (b) (7)(C)               |                                      |
|   |   |                               | -71 (-7 (-7(-7               |                                      |
| c. Address (Street, city, state, and ZIP code)  |   | d. Tel. No.                   |                              | e. Cell No.                          |
| ,   |   | (206) 441-6                   | 060                          | (b) (6), (b) (7)(C)                  |
| 14675 Interurban Ave S STE #303<br>WA Tukwila 98168   |   | f. Fax No.                    |                              | g. e-Mail                            |
| WA Tukwila 96106  |   | (206) 441-4                   | 853                          | (b)(6), (b)(7)(c) @teamsters174.org  |
| h. The above named labor arganization has anguaged in and is angusti                                | ag in unfair labor practices wit                        | hin the mean                  | ing of acation               | O(b) and (list subscritions)         |
| <ul> <li>h. The above-named labor organization has engaged in and is engagir<br/>(1)(A)</li> </ul>  | <i>ig in uniair</i> labor practices wit<br>of the Natio | nin ine mean<br>onal Labor Re | ling of section              | and these unfair labor practices     |
| are practices affecting commerce within the meaning of the Act, or the                              | hese unfair labor practices ar                          | e practices at                | fecting comn                 | nerce within the meaning of          |
| the Act and the Postal Reorganization Act.  |   |                               |                              |                                      |
| 2. Basis of the Charge (set forth a clear and concise statement of the                              | e facts constituting the allege                         | d unfair labor                | practices)                   |                                      |
|   |   |                               |                              |                                      |
| Can additional page   |   |                               |                              |                                      |
| See additional page   |   |                               |                              |                                      |
|   |   |                               |                              |                                      |
|   |   |                               |                              |                                      |
|   |   |                               |                              |                                      |
|   |   |                               |                              |                                      |
|   |   |                               |                              |                                      |
|   |   |                               |                              |                                      |
|   |   |                               |                              |                                      |
|   |   |                               |                              |                                      |
|   |   |                               |                              |                                      |
|   |   |                               |                              | L. O. II.N.                          |
| Name of Employer  |   | 4a. Tel. No.                  |                              | b. Cell No.                          |
| Republic Services of Bellevue   |   | (206) 235-1<br>c. Fax No.     | 013                          | d. e-Mail                            |
|   |   |                               |                              | (b) (b) (7)(C) @republicservices.com |
|   |   | (425) 646-24                  | 140                          | @republicservices.com                |
| 5. Location of plant involved (street, city, state and ZIP code)                                    |   |                               | 6. Employ                    | yer representative to contact        |
| 1600 127TH AVE NE   |   |                               | (b) (6), (b                  | o) (7)(C)                            |
| WA Bellevue 98005   |   |                               |                              |                                      |
| 7. Type of establishment (factory, mine, wholesaler, etc.)  | 8. Identify principal product                           | or service                    | 9. Numbe                     | er of workers employed               |
|   | ,, , ,  |                               |                              |                                      |
| 40. Editores of not files shows   |   | 11a. Tel. No                  | <u> </u>                     | b. Cell No.                          |
| 10. Full name of party filing charge  |   | (b) (6), (b) (7)              |                              | b. Cell No.                          |
| (b) (6), (b) (7)(C)   |   | c. Fax No.                    | (0)                          | d. e-Mail                            |
|   |   | C. Tax No.                    |                              | (b) (6), (b) (7)(C)                  |
| 11. Address of party filing charge (street, city, state and ZIP code.)                              |   |                               |                              | (5) (5), (5) (7)(5)                  |
| (b) (6), (b) (7)(C)   |   |                               |                              |                                      |
|   |   | 1-                            |                              |                                      |
| 12. DECLARATION I declare that I have read the above charge and that the statements are true to the | best of my knowledge and belief                         | Te                            | . No.<br><b>(b) (6), (</b> l | b) (7)(C)                            |
| (b) (b), (b) (7)(C)   | (b) (6), (b) (7)(C)                                     | Ce                            | l No.                        |                                      |
| (signature of representative or person making charge) (Print/type                                   | name and title or office, if any                        | _                             |                              |                                      |
| (Englished of representative of person making undige) (PIIIIVI))PE                                  | name and due or office, it diff                         |                               | No.                          |                                      |
|   |   |                               |                              |                                      |
| (b) (6), (b) (7)(C)   |   | e-N                           | //ail                        | (1) (7) (6)                          |
| Address   | 02/15/2023  | 04:59:17 PM                   | (b) (6)                      | ), (b) (7)(C)                        |
| Address   | (date)  |                               |                              |                                      |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

#### **Basis of the Charge**

#### 8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

INTERNET FORM NLRB 508 (2 08)

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION

| DO NOT WE    | RITE IN THIS SPACE   |
|--------------|----------------------|
| 19-CB-312431 | Date Filed 2/17/2023 |

CORMEYEMPT UNDER ALLIE COSAS

OR ITS AGENTS

| INSTRUCTIONS: File an original with NLRB Regional Director for  | or the region in which the alleged u   | nfair labor practi                               | ice occu                     | rred or is occurring.                          |
|---|--|--|------------------------------|--|
| LABOR ORGANIZATION O  | R ITS AGENTS AGAINST WHICH   | CHARGE IS BE                                     | ROUGH                        | Τ  |
| a. Name<br>APWU Local 28  |  | b. Union Repre<br>(b) (6), (b) (7)(0             |                              | e to contact                                   |
| c. Address (Street, city, state, and ZIP code) PO Box 48148   |  | d. Tel. No.<br>206-241-60                        | 38                           | e. Cell No.                                    |
| Seattle, WA 98148   |  | f. Fax No.                                       |                              | g. e-Mail                                      |
| h. The above named organization(s) or its agents has (have) eng subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise statement) | the Act, or these unfair labor practic   | onal Labor Relati<br>ces are unfair pr           | ions Act<br>actices          | , and these unfair labor practices             |
| ensure that (b) (6), (b) (7)(c) was returned to work properly ensure that (b) (6), (b) (7)(c) has been paid backpay. To compare that  | , including receiving benefit  | s such as me                                     | ed to<br>edical to<br>ckpay. | penefits; and failing to                       |
| Name of Employer     United States Postal Service   |  | 4a. Tel. No.<br>206-768-4324<br>c. Fax No.       |                              | b. Cell No.                                    |
| 5. Location of plant involved (street, city, state and ZIP code)<br>10700 27th Ave. S., Seattle, WA 98168   |  |  | 8. Empl<br>(b) (6            | over representative to contact (b), (b) (7)(C) |
| 7. Type of establishment (fectory, mine, wholesaler, etc.) Processing and Distribution Center   | 8. Identify principal product<br>Mail and Packages   |  | 9. Num<br>100s               | ber of workers employed                        |
| 10. Full name of party filing charge (b) (6), (b) (7)(C)  |  | 11a. Tel. No.<br>(b) (6), (b) (7)(<br>c. Fax No. | C)                           | b. Cell No. (b) (6), (b) (7)(C) d. e Mail      |
| 11. Address of party filing charge (street, city, state and ZIP cod<br>(b) (6), (b) (7)(C)  | le.)   |  |                              | (b) (6), (b) (7)(C)                            |
| By Indiv  | true to the best of my knowledge and belie<br>vidual<br>thype name and title or office, if any | Cell N   | o.<br>(b) (6<br>o.           | 6), (b) (7)(C)                                 |
| Address   | (date) <u>D2-1</u>   |  | (1)                          | o), (b) (1)(o)                                 |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

| DO NOT WRITE IN THIS SPACE |              |            |  |  |  |
|----------------------------|--------------|------------|--|--|--|
| Case                       |              | Date Filed |  |  |  |
|                            | 19-CB-312949 | 2/27/2023  |  |  |  |

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

| No Troc Torto. The air original war NETD Regional Director for a  |                      |                                      | <u> </u>   |   | occurring.   |  |  |
|---|----------------------|--------------------------------------|--|---|--|--|--|
| 1. LABOR ORGANIZATION OR I  | TS AGENTS A          | GAINST WHICH CHA                     | RGE IS BROU                                      | GHT   |  |  |  |
|   |                      |                                      | b. Union Re<br>(b) (6), (b) (7)(0                | . Union Representative to contact<br>(76), (b) (7)(C) |  |  |  |
| c. Address (Street, city, state, and ZIP code)  |                      |                                      | d. Tel. No.                                      |   | e. Cell No.  |  |  |
| 2264 15th Avenue West, Seattle, WA 98119-2418   |                      |                                      | (206)282-  | 4845  |  |  |  |
|   |                      |                                      | f. Fax. No.<br>(206)282-                         | 3970  | •  |  |  |
|   |                      |                                      | g. e-mail  | uec19.org   |  |  |  |
| h. The above-named labor organization has engaged in and is engaged $8(b)(1)(A)(2)$ practices are practices affecting commerce within the meaning of meaning of the Act and the Postal Reorganization Act.  |                      | of the Nat                           | ional Labor Re                                   | lations Act, a  | and these unfair labor                                       |  |  |
| (b) (6), (b) (7)(C) conspired with (b) (6), (b) (7)(C) in obtaining an il (b) (6), (b) (7)(C) Under Color of Law U.S. Code 242, Conspiracy Against R Act Of 1964, 5 counts each (b) (6), (b) (7)(C)  Felony) All of the above represent unfair labor practices. | . Th<br>ights U.S. C | is illegal act agains                | b) (6), (b) (7)<br>scriminatory<br>oncealed evid | violations of ence (b) (6)                            | eprivation of Rights<br>of The Civil Rights<br>), (b) (7)(C) |  |  |
| 3. Name of Employer   |                      | 4a. Tel. No.                         | b. Cell No.                                      |   | c. Fax No.   |  |  |
| Unemployed member of International Union of Elevator  |                      |                                      |  |   |  |  |  |
| Constructors Local 19   |                      | d. e-mail                            |  |   |  |  |  |
| 5. Location of plant involved (street, city, state and ZIP code)  |                      |                                      | 6. Employe                                       | r representati  | ive to contact   |  |  |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Elevator   | 8. Identify pr       | incipal product or servi             | ce   | 9. Number of  | of workers employed  |  |  |
| 10. Full name of party filing charge<br>(b) (6), (b) (7)(C)   |                      |                                      |  |   |  |  |  |
| 11. Address of party filing charge (street, city, state and ZIP code)   |                      | 11a. Tel. No.<br>(b) (6), (b) (7)(C) | b. Cell No. (b) (6), (b)                         | (7)(C)  | c. Fax No.   |  |  |
| (b) (6), (b) (7)(C)   |                      | d. e-mail<br>(b) (6), (b) (7)(C)     |  |   |  |  |  |
| 12. DECLARATION I declare that I have read the above charge (b) (6), (b) (7)(C) bwle  | -                    |                                      | (1   | Tel. No.<br>D) (6), (b) (7)                           | (C)  |  |  |
|   |                      | (6), (b) (7)(C)                      | I_   | Cell No.<br>b) (6), (b) (7)                           | (C)  |  |  |
|   | (Print/type na       | me and title or office, if an        | () F   | ax No.  |  |  |  |
| (b) (6), (b) (7)(C) Address   |                      | Date 2/26/2023                       | I  | e-mail<br>b) (6), (b) (                               | (7)(C)   |  |  |

## WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

| DO NOT WRITE IN THIS SPACE |              |            |  |  |  |
|----------------------------|--------------|------------|--|--|--|
| Case                       |              | Date Filed |  |  |  |
|                            | 19-CB-312960 | 2/27/2023  |  |  |  |

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

| NOTICE TO NO. 1 lie all original war NETO Regional Director for the   |   |                                      |                               |  | occurring.                                       |  |  |
|---|---|--------------------------------------|-------------------------------|--|--|--|--|
| 1. LABOR ORGANIZATION OR IT   | S AGENTS A                                | AGAINST WHICH CHAF                   | RGE IS BROU                   | GHT  |  |  |  |
| a. Name<br>International Union of Elevator Constructors IUEC, Local 19  |   |                                      |                               | b. Union Representative to contact<br>(b) (6), (b) (7)(C)  |  |  |  |
| c. Address (Street, city, state, and ZIP code) 2264 15th Avenue West, Seattle, WA 98119-2418  |   | d. Tel. No.<br>(206)282-             | -4845                         | e. Cell No. (253)230-5714                                  |  |  |  |
|   |   |                                      | f. Fax. No.<br>(206)282-      | 3970   |  |  |  |
|   |   |                                      | g. e-mail                     |  |  |  |  |
| h. The above-named labor organization has engaged in and is engaged $8(b)(1)(A)\ (2)$ practices are practices affecting commerce within the meaning of meaning of the Act and the Postal Reorganization Act.  |   | of the National                      | onal Labor Re                 | elations Act, a  | nd these unfair labor                            |  |  |
| 2. Basis of the Charge (set forth a clear and concise statement of the On (b) (6), (b) (7)(C) 2022, I attented (b) (6), (b) (7)(C) meetic were passing out information packets (b) (6), (b) (7)(C) when the meeting began (b) (6), (b) (7)(C) and join informed the time was not appropriate. (b) (6), (b) (7)(C)  As I spoke in my defordered (b) (6), (b) (7)(C) remove me from the meeting. As | ing with (b) (6)  ed the mem  ense(b) (6) | bers inside. After a fe              | tart of the m                 | eeting, <b>(b)</b><br>iscriminator<br>I asked to sp        | ry crimes against least beak, but I was verbally |  |  |
| 3. Name of Employer   |   | 4a. Tel. No.                         | b. Cell No.                   |  | c. Fax No.                                       |  |  |
| Unemployed member of International Union of Elevator<br>Constructors Local 19   |   | d. e-mail                            | e-mail                        |  |  |  |  |
| 5. Location of plant involved (street, city, state and ZIP code)  |   |                                      | 6. Employe                    | r representat  | ive to contact                                   |  |  |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Elevator   | 8. Identify p                             | rincipal product or servic           | ce                            | 9. Number of   | of workers employed                              |  |  |
| 10. Full name of party filing charge<br>(b) (6), (b) (7)(C)   | •   |                                      |                               | 1  |  |  |  |
| 1. Address of party filing charge (street, city, state and ZIP code)  |   | 11a. Tel. No.<br>(b) (6), (b) (7)(C) | b. Cell No.<br>(b) (6), (b)   | (7)(C)   | c. Fax No.                                       |  |  |
| (b) (6), (b) (7)(C)   |   | d. e-mail<br>(b) (6), (b) (7)(C)     |                               |  |  |  |  |
| (b) (6), (b) (7)(C)  TION narge and that the state owledge and belief.  (b) (6)   |   |                                      |                               | Tel. No. (b) (6), (b) (7)(C)  Cell No. (b) (6), (b) (7)(C) |  |  |  |
|   | (Print/type na                            | me and title or office, if any,      | ) [                           | Fax No.  |  |  |  |
| (b) (6), (b) (7)(C) Address   | Date 2/26/2023                            |                                      | e-mail<br>(b) (6), (b) (7)(C) |  |  |  |  |

## WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

FORM NLRB-508 (4-19)

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

| DO NOT WR   | ITE IN THIS SPACE |
|-------------|-------------------|
| Case        | Date Filed        |
| 19-CB-31297 | 1 2/27/2023       |

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1, LABOR ORGANIZATION   | OR ITS AGENTS   | AGAINST WHICH CHA               | RGE IS BROUG                   | HT  |                       |  |  |
|---|---|---------------------------------|--------------------------------|---|-----------------------|--|--|
| a. Name<br>IBEW Local 77  |   |                                 | b. Union Rep<br>(b) (6), (b) ( | nion Representative to contact<br>(6), (b) (7)(C) |                       |  |  |
| c. Address (Street, city, state, and ZIP code)  |   |                                 | d. Tel. No.<br>206-323-45      | 05  | e. Cell No.           |  |  |
| 19415 International Boulevard<br>SeaTac, WA 98188-5308  |   |                                 | f. Fax. No.<br>206-323-0186    |   |                       |  |  |
|   |   |                                 | g. e-mail<br>ibew77@ibew77.com |   |                       |  |  |
| h. The above-named labor organization has engaged in and is<br>1(A)<br>practices are practices affecting commerce within the mean<br>the Act and the Postal Reorganization Act. |   | of the Nat                      | ional Labor Rela               | tions Act, a                                      | nd these unfair labor |  |  |
| Within the past six (6) months, the above named labor information to the bargaining unit about contract negot   |   |                                 | fair representat               | ion by re   | using to provide      |  |  |
| 3. Name of Employer<br>Puget Sound Energy   |   | 4a. Tel. No.<br>(425) 213-6152  | b. Cell No.                    |   | c. Fax No.            |  |  |
|   |   | d, e-mail                       |                                |   |                       |  |  |
| <ol> <li>Location of plant involved (street, city, state and ZIP code)</li> <li>13635 NE 80th Street, Redmond, WA 98052.</li> </ol>   |   |                                 | 6. Employer r<br>Heather Ma    | epresentati<br>claren                             | ve to contact         |  |  |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Load Office  | Identify principal product or service     Power Dispatching |                                 |                                | 9. Number of workers emplo                        |                       |  |  |
| 10. Full name of party filing charge<br>b) (6), (b) (7)(C)  |   |                                 | - 1                            |   |                       |  |  |
| 11. Address of party filing charge (street_city_state and ZIP code) (b) (6), (b) (7)(C)   |   | (b) (6), (b) (7)(C)             | b. Cell No.                    |   | c. Fax No.            |  |  |
|   |   | (b) (6), (b) (7)                | )(C)                           |   |                       |  |  |
| 12. DECLARA I declare that I have read the above ch b) (6), (b) (7)(C) are true to the best of my kn  | arge and that the   | ef.                             |                                | (6), (b) (7                                       | )(C)                  |  |  |
| person making charge)   | (Print/type n   | ame and title or office, if any | ) Fa                           | x No.   | 1101                  |  |  |
| Address   |   | Date                            | (b)                            | nail<br>) (6), (b                                 | o) (7)(C)             |  |  |
|   |   |                                 |                                |   |                       |  |  |

## WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

|      | DO NOT WRITE IN | THIS SPACE           |  |  |
|------|-----------------|----------------------|--|--|
| Case | 19-CB-313068    | Date Filed 2/28/2023 |  |  |

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. LABOR ORGANIZATION (   | OR ITS AGENTS                     | AGAINST WHICH CH             | ARGE IS BRO                 | DUGHT   |  |  |
|---|-----------------------------------|------------------------------|-----------------------------|---|--|--|
| a. Name<br>Teamsters Local 174  |                                   |                              | 20. 1000-100                | nion Representative to contact<br>), (b) (7)(C) |  |  |
| c. Address (Street, city, state, and ZIP code)<br>14675 Interurban Ave. S., Suite 303   |                                   |                              | d. Tel. N<br>206-44         |   | e. Cell No.  |  |
| Tukwila, WA 98168   |                                   |                              | f. Fax. No.<br>206-441-4853 |   |  |  |
|   |                                   |                              | g. e mai                    | l<br>dteamsters1                                | 74.org   |  |
| h. The above named labor organization has engaged in and is<br>(3) and 8(d)<br>practices are practices affecting commerce within the meani<br>meaning of the Act and the Postal Reorganization Act. |                                   | of the N                     | ational Labor               | Relations Act                                   | t, and these unfair labor  |  |
| Within the past six(6) onths, the above-named labor or agreement and employment terms between the Union a   |                                   |                              |                             |   | one of the same of |  |
| 3. Name of Employer Cedar Grove Composting, Inc.  |                                   | 4a. Tel. No.<br>206-832-3037 | b. Cell N<br>425-24         |   | c. Fax No.   |  |
|   |                                   | d. e mail<br>jayb@cgcompost. | com                         |   |  |  |
| 5. Location of plant involved (street, city, state and ZIP code)<br>7343 E. Marginal Way S.<br>Seattle, WA 98108  |                                   |                              |                             | yer represent<br>zey, Genera                    | tative to contact  |  |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Composting   | 8. Identify<br>Compost            | principal product or ser     | vice                        | 9. Number of workers employed 125               |  |  |
| 10. Full name of party filing charge<br>Cedar Grove Composting  |                                   |                              | L                           |   | 1000   |  |
| 11. Address of party filing charge (street, city, state and ZIP code) 7543 E. Marginal Way S., Seattle, WA 98108  |                                   | 11a. Tel. No.<br>Same as 4a  | b. Cell N<br>Same a         |   | c. Fax No.   |  |
|   |                                   | d. e mail<br>Same as 4d      |                             |   |  |  |
| 12. DECLARA I declare that I have read the above ch   | arge and that the                 |                              |                             | Tel. No.<br>425-450-3                           | 387  |  |
| are true to the best of my known  | Matthew Lynch, Sebris Busto James |                              |                             | Cell No.<br>206-604-7412                        |  |  |
| (signature of representative or person making charge)   |                                   |                              |                             | Fax No.<br>425-453-9005                         |  |  |
| 15375 SE 30th Pl., Suite 310, Bellevue, WA 98007  Date February 27, 2023  |                                   |                              | 023                         | e mail mlynch@sbj.law                           |  |  |

## WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT